DOCUMENT RESUME

ED 315 180 PS 018 573

AUTHOR Mansfield, April M.
TITLE Professionalism in Family Day Care.
PUB DATE Feb 86
NOTE 157p.; Master's Thesis, Pacific Oaks College.
PUB TYPE Dissertations/Theses - Master Theses (042) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC07 Plus Postage.
DESCRIPTORS *Child Caregivers; Early Childhood Education; *Family Day Care; Questionnaires; Research Problems; Resources; *Social Support Groups; *Teacher Characteristics; *Teacher Persistence
IDENTIFIERS *Professionalism; *Program Characteristics

ABSTRACT

A study tested the hypothesis that the majority of family day care providers do not continue in their job for more than 5 years. It was expected that those who continued as providers or went on to do other things in family day care would: (1) belong to professional organizations; (2) have had training in family day care; or (3) be in family day care support groups. A questionnaire was developed and distributed to 200 providers attending the Fifth Western Region Family Day Care Conference. A random sample of the 200 providers were asked to nominate a former provider. Of the 182 questionnaires returned, 138 were from current providers and 44 from former providers. After a brief introduction in Chapter 1, Chapter 2 describes family day care. Chapter 3 reports the data gathering process. Chapters 4 and 5 describe those who answered the survey and those who did not. Chapter 6 indicates pre- and post-service characteristics of providers, and Chapter 7 describes the programs they operated. Chapter 8 delineates outside influences on providers. Chapter 9 describes support groups and other resources. Chapter 10 provides a summary and Chapter 11 offers personal notes on the survey. Findings tended to confirm the hypotheses. Over 30 references are cited, and the survey instrument and related materials are appended. (RH)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED315180

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☐ This document has been reproduced as received from the person or organization originating it.
☒ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PACIFIC OAKS COLLEGE

Pasadena, California

PROFESSIONALISM IN FAMILY DAY CARE

A Project Submitted in Partial
Fulfillment of the Requirements for the Degree
Master of Arts in Human Development

By
April M. Mansfield

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
April M. Mansfield
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Committee approval

Phyllis Lauritzen

Elizabeth Jones

Elizabeth Prescott
Chairperson

February 1986

BEST COPY AVAILABLE

PS 018573

TABLE OF CONTENTS

		PAGE
Chapter 1	INTRODUCTION	1
	The need for child care	1
	Family Day Care's contribution	2
	Training For Family Day Care Providers	4
	Hypothesis	5
Chapter 2	WHAT IS FAMILY DAY CARE	8
	Licensing	8
	California licensing regulations	10
	Function	12
	FDC as a small business	13
	Burnout	15
Chapter 3	PROCESS	19
	Sample	19
	Questionnaire	19
	Conference	20
	Other sources	21
	Return rate	23
	Organization of repo-t	25
Chapter 4	WHO DID NOT ANSWER THE SURVEY	27
	Privacy	27
	Enjoyment	28
	Painful memories	29
	Unlicensed providers	30
	Length of day care	30
	Length of questionnaire	31
	Summary	31
Chapter 5	WHO ANSWERED THE SURVEY	33
	Educational background	34
	Age	38
	Gender	39
	Ethnic background	40
	Children of own	40
	Personal enjoyment	41

Chapter 6 WHERE DID THEY COME FROM AND WHERE DID THEY GO TO?..... 44
Why did they start?..... 45
What did they do before?..... 46
How long did they stay?..... 49
How much longer?..... 50
Why did they go?..... 50
Where did they go?..... 51

Chapter 7 HOW DID THEY RUN THEIR PROGRAMS?..... 53
Hours..... 53
Days..... 54
Children in care..... 55
Fees and payment policies..... 56
Vacation..... 59
Other business aspects..... 61
Activities..... 63
Parent involvement..... 64

Chapter 8 OUTSIDE INFLUENCES..... 69
Department of Social Services..... 69
Insurance..... 72
Income taxes..... 74
Employees..... 75

Chapter 9 SUPPORT GROUPS AND OTHER RESOURCES..... 78
Professional organizations..... 80
Food programs..... 86
College level training courses..... 89

Chapter 10 SUMMARY..... 94
Conclusions..... 95
Comments..... 96

Chapter 11 PERSONAL NOTES..... 100
The survey..... 100
The questions..... 105
The statistics..... 107
Research..... 108
Licensing..... 110
Writing..... 111

BIBLIOGRAPHY..... 112

APPENDICES.....116 - 152

APPENDIX A-1
The Questionnaire..... 117

APPENDIX A-2
Letter of introduction..... 121

APPENDIX A-3
Letter to former providers..... 122

APPENDIX A-4
Letter to former and present providers. 123

APPENDIX A-5
Letter to providers in San Francisco... 124

APPENDIX A-6
Telephone follow-up letter..... 125

APPENDIX B-1
List of provider's former occupations.. 126

APPENDIX B-2
List of what was hard for the providers 127

APPENDIX B-3
List of benefits for the providers..... 140

APPENDIX C
List of activities the providers did with the children..... 149

APPENDIX D
Complete chi square tables for three Community College classes..... 151

Family Day Care

Taking in children
Day after day
One threw up last night
But today she's O.K.

Or so said her father
When he dropped her off
There'll be no one to get her
Till at least six o'clock

There's family and laundry
But the children are here
And their needs are pressing
There's one who's in tears

Loving and giving
Growing and pain
Not one day passes
That's ever the same

Playing in sand piles
Building with blocks
Reading them stories
Watching the clocks

A home is a castle
To husbands and kings
But my home is day care
With toys and odd things

Alone with the children
Patience a test
But somehow this day care
Is what I like best!

April Mansfield

CHAPTER 1

INTRODUCTION

The Need For Child Care

There is no question that a need exists for more child care. The 1981 Los Angeles "Crystal Stairs County Wide Needs Assessment Report (1981)" indicated that only 41% of the children needing care, in the Los Angeles area, can be serviced by licensed child care. In 1984 the National Commission on Working Women reported that an estimated seven million children under age 13 were taking care of themselves while their parents worked.

The California Department of Social Services 1985 report indicated that:

> Currently, California has approximately 250 licensed infant care centers with a capacity of approximately 5,000 infants. There are 500,000 children, an unknown number of whom are infants, being cared for in excess of 39,000 licensed family day care homes and child care centers.
>
> There is an increasing number of mothers entering the work force throughout the country who have children younger than two years old. This influx to the work force has created a need for more and more infant care services ...the economy has made it necessary for both mothers and fathers to work.[1]

According to a recent newspaper article[2] there are

more than twice as many working women today as there were in 1970 and more than half of the women with infants under one year old have jobs outside the home.

The Child Care Information Service in Pasadena (1985-86 Fact Sheet) stated that 88% of the families who requested child care referrals were seeking care because they were working and "about-one third of the families who were looking for child care are headed by single parents, overwhelmingly women."[3]

> The demand for affordable child care far exceeds the supply. This demand is causing Family Day Care to become more professional, visible and accountable.[4]

Family Day Care's Contribution

The largest percentage (40.2%) of children in child care, especially infants, are cared for in Family Day Care Homes. An estimated 5 million children were cared for in Family Day Care Homes in 1984. Centers are responsible for caring for 14.8% or an estimated 1.5 million of the children who are in child care.[5]

The Child Care Information Service in Pasadena reported that families with infants preferred Family Day Care.[6]

Although Family Day Care Providers take care of more children than centers do, centers have tended to be the focus of early childhood education. Most states have laws

requiring the training of individuals working in child care centers, but have no such regulations regarding Family Day Care Providers. G. G. Morgan indicated in Alternatives for Regulation of Family Day Care Homes for Children that state licensing has in many ways gotten in the way of reaching providers that could have been helped with needed services.

Family Day Care has a dubious reputation, at best. Glickman and Springer in Who Cares for the Children said:

> There is ample documentation of the really bad ones. Family Day Care in some cases is barely custodial, as in the documented case of a woman who by herself cared for 47 children each day. The basic problem, of course, is that once the mothers leave each morning, there is no supervision of the day care provider.[7]

In 1978 Family Day Care was described by Philip Robins and Samuel Weiner in Child Care and Public Policy in the following manner:

> Such family day care centers may or may not be registered through a local agency: the caregiver is ordinarily not a certified professional or trained paraprofessional. Again, some training may be given to the caregiver to upgrade the quality of health, cognitive development, or child protection that the visiting child receives, but the care remains essentially nonprofessional.[8]

Is this still true today? The Community Family Day Care Project Report (Sale and Torres, 1972-73) provided insights into why women go into Family Day Care and why they stay. Are the same people going into Family Day Care today?

Since the early 1970's there have been numerous

revisions in laws concerning Family Day Care providers. Family Day Care Federations have been formed. In 1979 the first Western Regional Family Day Care Conference was held in Los Angeles, California.

Training For Family Day Care Providers

Many different ways of organizing and training Family Day Care professionals have been tried in the last fifteen years. Some have been very successful and some have not. Funding for this training has come from Federal, State and private sectors. Regardless of the funding source, training has still affected only a small minority of the largest group of child care providers in the United States.

The Child Development Associate (CDA) Assessment System in Washington D.C. has set up a credentialing program for Family Day Care providers. According to the CDA Training Models manual:

> The composition of the caregiver population is changing. Traditionally, Family Day Care Providers have come from the ranks of the very young or an older group of women who may have had limited education and finances. There appears to be a new trend emerging. Successful career women, who have dropped out of the marketplace to have their own children late in life, are opting to stay home with their own children and take in others. These women are well educated and motivated to seek out training to learn new skills.[9]

Is this really true? Are we seeing the begining of the new "Family Day Care Professional"? Who are the "Family

Day Care Professionals" today? Are they Professionals?

Are projects such as the Child Care Initiative Project[10] and CDA Training making this a possibility?

Family Day Care is an important community resource and has the potential of alleviating much of the public problem of lack of child care, particularly for infants and toddlers.

If projects to improve the quality, quantity and professional status of Family Day Care are to continue to be funded, there is a need to know who the Family Day Care Professionals are, so their needs can be met. Knowledge of why people become Family Day Care Providers, the length of time that the majority of people stay in Family Day Care, and whether training and networking help them continue in their jobs, would be be useful to know for the funding of these and other similar projects.

Research Hypothesis

My hypothesis is that the majority of people who do Family Day Care do not continue in their job for more than five years and that those who have continued or have gone on to do other things for Family Day Care, such as training, belong to professional organizations, have had training in Family Day Care and/or have Family Day Care support groups.

To test this hypothesis requires that two groups of providers be surveyed: Those who are presently providing

care and those who are no longer providing care.

A comparison of the educational background of the two groups would be important, taking a particular look at specialized training in Early Childhood Education and Family Day Care Management.

Other areas of comparison that would be helpful to look at include: possible networking areas such as professional organizations and those whom the providers find to talk to about their jobs; occupational background of both groups; where they have gone to if they have left or if they are thinking of leaving Family Day Care; the age of the individuals and whether they have children of their own; and the ethnic group of the providers answering the questionnaire in order to determine if the study represents a cross cultural section.

---

[1] California Department of Social Services, Notice of Proposed Changes In Regulations of the [California] State Department of Social Services (1985) p.1 .

[2] "Caring For Children", San Pedro, California, News Pilot Wednesday, August 13, 1986 p.A3 .

[3] Pasadena Child Care Information Service, Child Care Information Service Fact Sheet (1985-86).

[4] National Association for the Education of Young Children Preliminary Program, (1985 Annual Conference), p.23.

[5] Facts provided by the National Commission on Working Women, Child Care Fact Sheet, (Washington D.C., 1984).

[6] Pasadena Child Care Information Service, Child Care Information Service Fact Sheet (1985-86).

[7] Beatrice Glickman and Nesha Springer, Who Cares for the Baby? (New York: Schocken Books, 1978) p.69.

[8] Philip Robins and Samuel Weiner, Child Care and Public Policy (Massachusetts: Exington Books, 1978) p.19.

[9] Council for Early Childhood Professional Recognition, Family Day Care Training Models (Washington D.C. 1985) p.i.

[10] The California Child Care Initiative Project is a cooperative effort of both private and public funds to recruit, train and maintain quality Family Day Care Professionals.

CHAPTER 2

WHAT IS FAMILY DAY CARE ?

Family Day Care is best defined as a small child care business that takes place in an individual home.

The definition of Family Day Care varies from State to State and the number of children that an individual can take care of varies also. Only a few states still have no licensing laws for Family Day Care.

Licensing

California licenses a combination of the facility and the provider. If either changes then the license is no longer valid. Each member of the household over 18 must be fingerprinted, get a negative TB test result statement, sign a criminal record statement that lists any crimes and punishment of convictions in which the fine was over $50.00, and fill out a "Child Abuse Index Check" that checks whether an individual has ever been accused of child abuse or molestation.

An orientation meeting for those persons interested in becoming licensed Family Day Care Providers is

given once at month at various locations. Licensing requirements, home safety and how to fill out the forms are the topics discussed by the Department of Social Services at these meeting.

Other speakers from the local Resource and Referrals and the Child Care Food Programs are also allowed to speak at these meetings. The Resource and Referrals (R&R's) are funded by the California state Department of Education and exist throughout California to serve designated areas. The resources available through these agencies vary widely. Some of the Resource and Referrals simply give referrals to parents who call in, and that is the extent of their service. Others have toy loan libraries from which centers and Family Day Care Providers may check out toys. A few of the R&R's have delivery trucks that bring these toys out to the home. Some of the other services available through certain R&R's, depending on the funding, include workshops, Family Day Care Management classes, training materials, counselors for providers to call, newsletters, and substitutes for Family Day Care Providers who need some time to get out for various reasons.

The Food Programs are available to all licensed Family Day Care Providers in California. They are available through umbrella sponsors which get their funding from both the state and federal levels. The program is funded through educational funds and, as such, requires no minimum income

requirements for participants. Providers are required to serve meals that contain all four of the food groups and fill out some minimal paper work to get reimbursed for feeding the children a maximum of two meals and one snack (or two snacks and one meal) per day.

California Licensing Regulations

Anyone who takes care of children from more than one other family other than relatives is required by law in California to get a license. There are two types of licenses available to Family Day Care Providers in California, a regular license and a Large Family Day Care License.

Regular Family Day Care License

This is a license to care for a maximum of six children, three of whom can be infants (infant is defined as a child under two years of age),or an individual can instead choose to care for four infants alone. The provider's own children are counted in this group of six or four only when they are home.

Large Family Day Care License

This is a license to care for a maximum of twelve children. The provider must have a full time assistant in order to obtain this license and is also subject to local city and fire marshal regulations. Although an attempt has

been made by California Senate Bill Number 163 (1983) to make these regulations somewhat more uniform, the cities vary widely in their regulations and required fees. The fire marshal requirements differ widely from city to city, and no matter what decisions are made in one city, that is not considered a precedent for other cities to follow. Needless to say in some cities it has been almost impossible to get a Large Family Day Care License for just these reasons.

The regulations in California for the regular and large license require that the home of the provider be clean and orderly, free from clutter. Safety measures must be taken to protect the welfare of the children. These safety measures include: covering exposed wall sockets; gating stairways; fencing and locking off all bodies of water that cannot be removed; placing knives up and out of the way, not in drawers that are accessible to young children; placing all medicines, poisons and cleaning solutions in a high cupboard and/or locked up.

Age-appropriate and safe toys must be available for the children's use. A fenced outside play area is required unless the provider states that she/he will always stay out with the children while they are playing. Although it is possible in this way to get a license without a fenced yard, it is not recommended. The flexibility of this requirement does make it possible for persons living in apartments to

care for children.

A Family Day Care Home is required to have a smoke detector and a fire extinguisher. A Large Family Day Care Home is required to have both, and in addition must also have a fire alarm and doors that require "no special knowledge" to open.

There are no requirements concerning the education or training of the Family Day Care Providers seeking a regular license, but those who wish to obtain a large license must either have been in business for more than one year or have a minimum of twelve early childhood education units.

Function

The function of a Family Day Care Provider is more than just a babysitter, as June Sale and Yolanda Torres so aptly stated in I'm Not Just A Baby Sitter (Sale and Torres, 1971). The primary job of a Family Day Care Provider is to care for the children that are in her charge, but she/he is also in daily contact with the parents, communicating on the progress and well being of the children involved. Many first time parents rely on the provider for help in such areas as feeding, diapering, toilet training, school readiness and discipline.

In addition to counseling parents and caring for children, which involves play activities, group hygiene and

meal preparation, a Family Day Care Provider is running a small business according to Federal tax laws. As the owner and operator of a small business a Family Day Care Provider is required to keep income and expense statements and file a Schedule C Income Tax Form each year. She/he is subject to quarterly taxes, Social Security tax and state tax. Large Family Day Care Homes are subject to city taxes also.

If the Provider employs an individual to help either full or part time, she/he is required to obtain an employer I.D. number and pay half of the worker's Social Security Tax, Workmen's Compensation and file withholding taxes with the government.

Family Day Care As A Small Business

The Federal Small Business Administration defines a small business as having an annual income of $1 million dollars or less. Ninety-five per cent of all business interests in the United States are considered to be small business proprietors.[1]

"Research and statistics show that nine out of ten businesses fail within the first five years."[2]

In 1980 the turnover rate of Family Day Care Providers was over 42% per year. The turnover rate of other occupations averages around 20%.[3]

The five points that make up the necessary

ingredients for properly operating a business, according to Luanne Blagrove, are as follow:

1. Knowledge and understanding of the business in which the proprietor is engaged.

2. Knowledge of the business legal laws, and rules and regulations of the local, state and federal government.

3. Skill that involve the principles and practices in accounting, finance, taxation and insurance.

4. A working usage of the sciences of psychology, sociology and human behavior.

5. Skills in management and marketing.[4]

In addition to these skills a Family Day Care Provider must also be a good cook, housekeeper, diplomat and have a good working knowledge of child development.

Obviously not all Family Day Care Providers possess all of these skills, but all of them would be beneficial for the provider to have. The number of these skills that each provider possesses could definitely influence how successful she/he might be in her/his business.

"The education level of entrepreneurs has been steadily rising for years."[5] Most experts on small business agree, however, that there is a need for specialized training for small business firms that takes into account those special problems that arise for a small entrepreneur.

> If coupled with licensing requirements, such training would raise the low standards for this sector of the economy.... and could well succeed in the twin highly desirable objectives of deterring marginal entrants and improving efficiency and survival chances of those who do open shops.[6]

Many community colleges in California and Washington have begun to offering "Family Day Care Management" as a course most often listed under Early Childhood Education. Whether courses such as these are successful in their attempt to train and retain more Family Day Care "Professionals" remains to be seen.

Burnout

Much has been written about the stress that can lead to burnout in the educational field (especially Early Childhood Education). The same can be said of small business burnout, or wipeout as the case may be. A Family Day Care Provider can face the the stress that both of these jobs can possess. The high turnover in all of these fields is indicative of this.

> Burnout is defined as failing, wearing-out or becoming exhausted by making excessive demands on energy, strength or resources[7]

If a role is well defined and clearly understood, an individual will generally feel comfortable in filling that role. Conversely when the role is ill defined a practitioner may feel discomfort and loss of control leading to burnout.[8]

Clearly when a person decides to enter into Family Day Care with the idea that she/he is just going to take care of children she/he will find that she/he did not define their role broadly enough. As has already been discussed the

Family Day Care Provider must possess a broad range of skills from bookkeeping to diplomacy and can easily get caught in a role that does "make excessive demands on energy, strength and resources."[9] Without some training or experience of all that is involved in being a Family Day Care Provider there is a good chance of being completely overwhelmed before there is any clarification of the job role.

It is for these reasons that it is important to look at the relationship that the provider has established with the parents, including payment problems and personal relationships.

Income is another area that can affect a person's attitude and morale within her/his job and with his or her self concept, and contribute to burnout.[10]

> Low pay, lack of benefits and stressful working conditions are the major reasons child care providers leave their jobs in such high numbers[11]

Salaries for Family Day Care Providers are determined by the number of children the individual takes care of; the amount of hours she/he chooses to work and a fee that is determined by both the individual and the free market. Providers rarely demand sick pay or paid vacations. They do have some choice, however, as to their operating hours.

Another very important factor to consider in a discussion of burnout in the Family Day Care Provider would

be the family.

> When a family is supportive, understanding and caring an educator is better able to cope with the demands of the job[12]

If this is true for the educator who is working outside of the home it is even more important for the individual who is working in the home. Sharing of time, space and possessions with the provider's own children and husband/wife can be a real challenge. If the family is not supportive of the efforts of the provider there is little chance that the provider will be successful.

---

[1] Senator William Proxmire, Can Small Business Survive? Henry Regency Company (Chicago, Il., 1964).

[2] Luanne C. Blagrove, Untold Facts About the Small Business Game. Blagrove Publications (Manchester, Conn. 1980) p.22.

[3] National Commission on Working Women, Child Care Fact Sheet (Washington D.C. 1986).

[4] Blagrove, op.cit.p.23.

[5] Stanworth, Ava Westrip, David Watkins and John Lewis, Perspectives on a Decade of Small Business Research, Gower publishing (Great Britain, 1982) p.111.

[6] Blagrove, op.cit. p. 23.

[7] Hall, R.C.W., E.R. Gardener, S.K. Stickney, and B. Pfefferbaum, "The Professional Burnout Syndrome" Psychiatric Opinion, April 1979, p. 12-17.

[8] Sheldon F. Greenberg, Stress and the Teaching Profession, Paul Brooks Publishing Co. (Baltimore, Maryland, 1884) p.21.

[9] Hall, Gardner, Stickney, Pfefferbaum, op. cit. p. 12-17.

[10] Greenberg, op. cit. p.27.
[11] National Commission on Working Women, Child Care Fact Sheet (Washington D.C., 1986).

[12] Greenberg, op.cit. p. 143.

CHAPTER 3

PROCESS

Sample

Family Day Care Providers in California are protected from harassment under the privacy act. Only the names and phone numbers can be given out by a State sponsored child care referral agency. Only three names are given at one time, and these names can only be given to prospective parents who can give the zip code area they are seeking care in. This procedure definitely presented a problem when it came to finding a sample of of Family Day Care Providers. In locating a sample, I used the following contacts:

Questionnaire

A written questionnaire was constructed, tried on two individuals, and revised. The final questionnaire consisted of four pages printed back to back on two pieces of paper. There were 29 multiple choice questions and two written response questions. (APPENDIX A-1) A discussion of the types of questions and why they were included can be found on page 6. A letter of introduction was attached to the front of the questionnaire (APPENDIX A-2).

Fifth Western Regional Conference

Two hundred questionnaires were handed out at the Fifth Western Region Family Day Care Conference. The population represented in this sample were from Idaho, California, Oregon, Arizona, Colorado, Texas, Hawaii, New Mexico, Washington, and Wyoming. There were three other surveys being taken at this time, each offering a drawing for a prize as an incentive to fill out their questionnaires. This project offered no prizes. The questionnaires were distributed by approaching Family Day Care Providers, identifiable by their name tags. The project was explained to each individual and they were asked to fill out and return the completed questionnaire to a basket placed on a table near the entrance of the resource sharing room.

Providers in one of the workshops at the conference were asked to fill out the questionnaires at the beginning of that workshop.

A random sample of Providers were asked, when returning the completed questionnaires, if they knew anyone who was no longer in Family Day Care that they could give a questionnaire to. If they responded positively to this question they were given an extra questionnaire and a self-addressed stamped envelope (SASE) to return the questionnaire.

Eighty four questionnaires were returned at the conference and seven more of the conference questionnaires were returned by mail. This represents 48% of the returned questionnaires. Because the return was so high from this professionally active source it is possible that it has influenced the results of this survey.

Other Sources:

Santa Monica: The Santa Monica Child Care Referral agency, "Connections for Children", consented to mailing 100 envelopes to former providers. They addressed and mailed the stamped envelopes, which they requested already be sealed and filled with questionnaire, cover letter, explanation insert (APPENDIX A-3) and a SASE. Nineteen of these questionnaires were returned filled out and 13 envelopes were returned with no forwarding address.

An attempt: Another Resource and Referral Agency was contacted and asked to send one hundred letters at random to anyone. This agency declined as the envelopes were already prepared and sealed, and they felt that they needed to add their own letter of explanation before they could send the questionnaire out.

Pasadena: The Pasadena Child Care Referral Service was then contacted. They consented to send one hundred letters at random to their Family Day Care Providers. The explanation insert used in this letter is in Appendix A-4.

Thirty-six of these questionnaires were returned completed and seven letters were returned with no forwarding address.

San Francisco: The San Francisco Child Care Referral Service was contacted and they said they would send ten letters to providers. The insert in that letter is on Appendix A-5. Two providers responded from the San Francisco Area.

Telephone: Fourteen people were interviewed by telephone. Their names and numbers were obtained through a Family Day Care Training course and through a two year old locally (South Bay Los Angeles) published child care resource book called Child Care and Community Directory (Angel Marchiono, 1984). All of those contacted on the phone were willing to answer the questions over the phone either at the initial time or at a later scheduled call back time.

Commercial directory: Another twenty people from the Child Care Community Directory were contacted by phone and asked if they would fill out a questionnaire that would be sent to them. They were contacted in this manner because the directory had only the nearest cross streets and the telephone number listed. The providers had to be contacted by phone in order to obtain their address. Two people declined and one asked for five questionnaires ; another asked for two. These were sent with the insert in APPENDIX A-6. Twenty four questionnaires were sent out in all.

Although the providers were willing to give out their addresses for the questionnaire, only three of these questionnaires were returned.

Personal contacts: Five letters were handed out to individuals where personal contact had been made. Three were asked to fill them out and hand them back immediately. Two were given self addressed stamped envelopes to return them in. Only the three that were filled out immediately were returned.

Washington State Thirty-two letters were sent to addresses listed in the King County Washington State Family Day Care Directory. The letter sent with these is listed on APPENDIX A-7. As with the other questionnaires sent by mail a self addressed stamped envelope was enclosed. Thirteen of these questionnaires were returned.

A table of sources can be found on the following page.

Return Rate

470 questionnaires were given out and there were 182 questionnaires returned from this variety of sources. This represented a 39% return on the questionnaires.

76% (138) of those responding to the questionnaire are presently providing care. 24% (44) of those responding to the questionnaire are no longer providing care.

The following table shows the source, contact date, the number of questionnaires distributed to each source and the number of questionnaire that were returned from each source. The percentage represented here is the quotient of the number of questionnaires returned by source, divided by the total of returned questionnaires (182).

SOURCE /Contact Date	Number Distributed	Number Returned	Percent of the Total Samples Returned
FIFTH WESTERN REGIONAL FAMILY DAY CARE CONFERENCE San Diego/ April 1986	185	92	51%
CONNECTIONS FOR CHILDREN RESOURCE AND REFERRAL Santa Monica/ May 1986	100	19	10%
THE CHILD CARE INFORMATION SERVICE Pasadena/June 1986	100	33	18%
LONG BEACH CITY COLLEGE CLASS LIST/June 1986	14	14	8%
CHILDCARE CONNECTION RESOURCE AND REFERRAL San Francisco/June 1986	10	2	1%
"CHILDCARE & COMMUNITY SERVICE DIRECTORY" Torrance/June- July 1986	24	6	3%
WASHINGTON STATE 1986 REFERRAL ROSTER, FAMILY DAY CARE ASSOC. King County/July 1986	32	13	7%
PERSONAL CONTACTS, Los Angeles County/ April - July 1986	5	3	2%
TOTALS	**470**	**182**	**100%**

Organization of report

Except where otherwise noted the data have been placed in tables within the text for easy reference. Each table is divided into three groups:

All Providers: meaning everyone who answered the survey

Former Providers: meaning those providers who were no longer caring for children at the time that they were surveyed.

Present Providers: meaning those providers who were still providing care at the time of the survey.

Where there was a significant difference between the "former" and "present" providers a Chi Square Table is included within the text. If a Chi Square Table is not shown then the difference between the groups was found to be statistically insignificant.

The percentages within the text for "All" Providers are determined by dividing by the total number of respondents to the survey (182). When there is only one percentage listed, unless otherwise noted, the percentage has been determined using all of the respondents' answers.

The percentages of "Former" providers are determined by dividing by the total number of providers who were no longer providing care that responded to the survey (44).

The percentages for "Present" providers are determined by dividing by the total number of providers who

responded to the survey who were still providing care at the time of the survey (138).

Multiple choice questions will add up to more than 100% as the respondents were asked to check more than one answer on the multiple choice questions when they were applicable.

The responses to the final questions: "What things have been (were) hard for you as a provider?" and "What were the benefits?" are listed in APPENDIX B-2 and B-3. Since the providers were asked to write in these answers, they could not be analyzed in the same manner as the rest of the questions on the questionnaire. Written responses are, however, discussed within the text.

CHAPTER 4

WHO DID NOT ANSWER THE SURVEY?

Privacy

As was mentioned in Chapter 3, Family Day Care Providers are protected in California under the Privacy Act.

When this survey was sent out through the Pasadena Resource and Referral there was one woman who called up and left a message about the survey. Because it was indicated that the woman spoke Spanish rather than English, I had someone who was more fluent in that language call her back. She wanted to know who had given out her name! She felt it was an invasion of privacy and that the questionnaire was too personal and was certainly no one else's business. The person who had returned the call assured her that the survey was only for educational purposes and if she felt uncomfortable about it to feel free to dump it it the trash. I am not sure that I would have gone quite that far, but this incident certainly pointed out the reason why one of the Resource and Referral agencies had refused to send my questionnaires out without their own letter of explanation enclosed.

Some people find questionnaires to be both frightening and invasive. This group of people do not answer questionnaires.

During one of the phone conversations I had with a provider listed in the "Child Care Community Service Guide" about answering the questionnaire, I was turned down. I asked the provider if she would tell me why she was turning me down, since it would be necessary for me to write about that.

She told me, "I feel that it is none of your business."

I thanked her for her answer and her time. I considered her answer for a long time and am still unsure if her answer meant that it was none of my business to ask the question or that the questions that might be asked on the questionnaire were none of my business.

During a later phone conversation with someone else from the "Child Care Community Service Guide" I was turned down again. I asked the individual why they were declining and she told me that it was because of the day. Another day, another time, maybe she would be willing, "but not today".

I could really understand this feeling. Some days I will answer questionnaires while other days I will not.

Enjoyment

It is naturally very difficult to talk about the individuals that do not answer a questionnaire because they have not answered any of the questions that everyone else has answered. The last question on the questionnaire however

indicates that everyone who answered the questionnaire, "enjoys" Family Day Care at least sometimes. 91% of those surveyed said enjoyed Family Day Care. 8% said they enjoyed it "sometimes" and no one said they did not enjoy it.

We can assume that some of those who did not answer the survey did not enjoy Family Day Care since it is an occupation for which not everyone is suited for.

Painful memories

I have a very good friend who moved to Hawaii and had an unlicensed Family Day Care Home there. She worked as a Family Day Care Provider for two years out of economic necessity. Her services were highly sought after and the parents truly appreciated her, but she hated the job. She does not even like to speak about it; she said it brings tears to her eyes.

She did not have any training in early childhood education nor had she ever run her own business. She did not know what to do with the kids and she did not know how to handle parents who did not pay her on time. She did not collect payment for sick days or unexcused absences. She would often not allow a new child to come because the space was already full only to find multiple absences by the children enrolled significantly brought down her income.

She was not licensed, she did not belong to the food program nor did she have contact with others in her

situation. She had no one to support her through her difficulties.

She had always worked outside the home and did not enjoy staying home. She felt isolated and trapped.

I gave her a questionnaire to fill out and she did not return it. It was a painful memory for her. She went into the job out of economic necessity and found herself overwhelmed with problems she did not anticipate and had no one to talk to about these problems.

My friend is probably not alone. There may be many people who become Family Day Care Providers not knowing what is involved.

Several individuals were contacted who were not licensed, but only one is known to have filled out the questionnaire and returned it.

Unlicensed Providers

An unlicensed provider must live with the fear of being reported. This factor makes it difficult to locate and get input from this large group of individuals.

Length of Day Care

The average hours per day a Family Day Care Provider provides care, **not** including hours of preparation, is 11. Many providers I am sure were simply too busy to answer the questionnaires.

Length of questionnaire

Another factor to consider is the fact that this was a written questionnaire that was four pages long. Only one per cent of those who answered the questionnaire had less that an eighth grade education. Both of the individuals who answered the questionnaire were contacted by mail. I do wonder however if the fact that the questionnaire was rather extensive, limited those answering the survey to those who are familiar with multiple choice tests.

Summary

Bad memories, bad day, bad timing, bad feelings, lack of time and literacy in the English language are certainly all factors involved in the reason why 288 of those who were surveyed did not answer the questionnaire.

Hypothesizing why providers did not answer the questionnaire can help us know a little bit more about who those individuals who did not answer the questionnaire.

Those individuals who answered the questionnaire were found to be more highly educated and more highly motivated for personal growth in their business as is indicated by their participation in educational classes and workshops that help them in their jobs and by their participation in local Family Day Care Associations. (See Chapter 8).

The individuals who did not answered may be poorly

educated in multiple choice tests, English may not be their primary language, or they could just be so involved in their work that they did not have time to answer the survey.

It is difficult to speculate, but within that group of individuals there must have been those who did not like being Family Day Care Providers.

The turnover rate of Family Day Care Providers is over 47% (National Council On Working Women). If Family Day Care were really such a wonderful job as this survey would seem to indicate, why is the turnover so high?

Maybe there are many like my friend who were ill prepared to become Family Day Care Providers and have such bad memories that they do not even want to remember the experience.

Those who did not answer the survey are an unknown group of people. The findings of this survey cannot be generalized to all Family Day Care Providers. The individuals who responded to the survey may not be a representative sample of the Family Day Care population as a whole.

CHAPTER 5

WHO ANSWERED THE SURVEY?

To get a general ideas of the Family Day Care Professionals who answered this survey, the information from the questionnaire that pertains to their personal characteristics will be discussed here. The areas of discussion will include educational background, age, sex, children of own, ethnic background and how they felt about being a Family Day Care Provider.

Seventy-six per cent (138) of those responding to the questionnaire were providing care at the time of the survey. Twenty-four per cent (44) of those responding to the survey were no longer providing care.

Educational Background

What was the highest grade you completed in school?

Answer	All Providers	Present Providers	Former Providers
Less than 8 years	2 1%	2 1%	0
8 - 12 years	46 25%	35 25%	11 25%
13 - 16 years	95 52%	78 57%	17 39%
over 16 years	33 18%	19 14%	14 32%

Those who answered the survey appear to be more educated than the general public. The U.S. Bureau of Census (1984)[1] indicates that 7.8% of the general public complete one to seven years of school. Only 1% of those answering the survey indicated that they completed less than eight years of school. The same Census (1984)[2] indicates that 57.4% of the general public completed 8 - 12 years of school. Those answering the survey indicated that only 25% of them completed 8 - 12 years of schooling. The U.S. Bureau of Census 1984 report indicates that among all races, male and female, the percent of the population that completed 1-3 years of college is only 15.8%.[3] 52% of those surveyed indicated that they had had 1 to 3 years of college.

Comparing the data from these two sources clearly

indicate that Family Day Care Professionals in this sample have more education than that of the general public.

Did you earn a degree?

Answer	All Providers	Present Providers	Former Providers
Yes	66 36%	51 37%	15 34%
No	108 59%	81 59%	27 61%

Of the 66 individuals who earned a degree (percentages here are determined by comparing only the group that answered yes to the above question.):

Answer	All Providers	Present Providers	Former Providers
Specialized Certificate, i.e., E.C.E, business, Technical School	13 20%	13 25%	0
Associate Arts Degree	29 44%	25 49%	4 27%
Bachelor of Arts or Science Degree	24 36%	20 39%	4 27%
Master of Arts or Science Degree	12 19%	9 18%	3 20%
Doctorate Degree	6 9%	3 6%	3 20%

An equal percentage (19%)[4] of both the Family Day Care Professionals who answered this survey and the general public had completed more than four years of college.

When we look at the break down of degrees earned by the 19% of those who completed four or more years of college, we find:

Degree Earned	FDC Survey	1980 Census
Bachelors	55.8 %	76.3%
Masters	26.5%	21.2%
Doctorate	17.6%	2.4% [5]

We can see that although the same percentage of Family Day Care Professionals finish four or more years of college as the general public, those Family Day Care Professionals who finished clearly have earned higher degrees than the general public has.

In June Sale's Project "Open the Door..." (1972) she indicated that the level of educational attainment at that time was higher than the 'folklore' surrounding FDC might suggest. In her project for Family Day Care Providers, 64% of the participants had completed 8 through 12 years of school. 20% completed one to three years of college. 10% had earned a B.A. degree or better. In this project report June Sale cites a previous study of Family Day Care Providers by Mary Keyserling [5] that shows a lower degree of educational attainment than was found in Sale's project

participants.

The following table compares June Sale's Project participants, the participants in this survey and the educational attainment of the general public.

	Study/ year		
	Sale/ 1972	Mansfield/ 1986	U.S.Bureau of Census/1984
Years Completed In School	Percent of FDC Providers	Percent of FDC Providers	Percent of General Public
8 - 12	67%	25%	57%
13 - 16	20%	52%	15.8%
College Degree (B.A. or higher)	10%	19%	19%

Although educational attainment is certainly not an accurate test of whether a provider will be successful in Family Day Care, the data would certainly seem to indicate that the "...composition of the caregiver population is changing,"[6] as the Council for Early Childhood Recognition has suggested.

Age

What is your age?

Answer	All Providers	Present Providers	Former Providers
20 - 29 years	27 14%	19 14%	8 18%
30 - 39 years	76 42%	60 44%	16 36%
40 - 49 years	44 24%	32 23%	12 27%
50 - 59 years	26 14%	21 15%	5 11%
60 and over	9 5%	6 4%	3 7%

Fourteen percent of those who were surveyed were between twenty and twenty-nine. Five percent were sixty and older. Clearly the majority (79%) of the those surveyed were between 30 and 59 years old. If we look at the makeup of the general population we find that only 50.9% of the population over 20 years old is between 30 and 59 years old.[7]

Age	Respondents to Survey	General Population[8]
20 - 29 years	14%	25.7%
30 - 39 years	42%	22 %
40 - 49 years	24%	15.3%
50 - 59 years	14%	13.6%
60 and over	5%	23.6%

Almost half of the respondents to the survey are between the ages of 30 and 39 years old, even though the largest portion of the general population is between 20 and 30 years of age. Most women by the time they are 30 years of age have had some experience out in the job market. The experience of the providers who answered this survey will be discussed in Chapter 6. Over half of the providers in this survey were between the ages of 30 and 50 and had children of their own (discussed in the next section). "Children of own" was listed only second to "wanted to stay home" when the respondents were asked why they became Family Day Care Providers. These facts would certainly seem to support what the Council for Early Childhood Education say s about Family Day Care Providers:

> There appears to be an emerging trend. Successful woman who have dropped out of the market place to have their own children late in life, are opting to stay home with their own children and take in others.[9]

Gender

Ninety-seven percent of those surveyed were females and there were 3% males. Of those men that were found to do Family Day Care (5 in all) three of them are known to do Family Day Care as a joint business with their wives. This question was not asked on the survey. The three men that are known to do Family Day Care with their wives were contacted personally. There is nothing to indicate that the other two

do or do not do Family Day Care with their wives.

Family Day Care is definitely dominated by females and I am sure this has been traditionally true. No evidence was found to indicate how many men have previously gone into Family Day Care.

Ethnic Background

More persons (16%) failed to fill in the blank indicated for their "Ethnic Background" or gave an unusable answer to this question than any other question on the survey. The answer most often indicated that was not usable was "American" and there were a few that stated that they had "none". It is interesting that this question was found to be either the most objectionable or least understandable of all of the questions asked.

Of those responding to the survey the percentages of those indicating their ethnic background (percentage figured out of 155) are as follows:

75% White
13% Black
6% Hispanic
3% Asian (including Pacific Islander)
2% Native American

Children of Own

Ninety-one percent of those persons answering the survey had children of their own. Eight percent had no children and 1% failed to state.

The number of children per provider of this and the Prescott, Milich (1975) study of Family Day Care Providers is listed in the following table:

Number of children	Percentage of total Responding to this question	Percentage Participating in 1975 study[9]
No children	8%	1%
One child	15%	12%
Two or three	65%	63%
Four or five	10%	21%
Five through eight	2%	3%

The mean number of children is 2.24 per provider and the mode is 2. The population as a whole has a an average of 1.84 children in families that have children.[10] Although there is no startling difference between these two numbers it still would seem to indicate that the Family Day Care Providers do have more children than the general public.

Personal Enjoyment

Do you or did you enjoy being a Family Day care Provider?

Answer	All Providers	Present Providers	Former Providers
Yes	166 91%	129 93%	37 84%
Sometimes	14 8%	8 6%	6 14%
No	0 0%	0 0%	0 0%
Failed to state	2 1%	1 1%	1 2%

Of the 138 persons who indicated that they were still in Family Day Care, 17 (13%) stated that they would stay "forever" when asked how long they plan to stay in Family Day Care.

When asked if they enjoyed being a Family Day Care Provider 91% of all of those who answered said "yes". Only 8% said "sometimes" and no one said "no".

When asked to list those things that were hard for them as a provider, though, personal issues were listed 62 times. The issues that were listed included stress, lack of personal time, isolation, low professional status, not being able to call in sick, noise, no breaks and no medical insurance. When asked to list the benefits of being a Family Day Care Provider personal issues were listed only 33 times. These included self fulfillment, increased self esteem, personal gratification, personal growth and independence.

One provider wrote that they felt being a Family Day Care Provider was a "Worthwhile, enjoyable job of importance."

---

[1] U.S. Department of Commerce Bureau of Census, The National Data Book Guide To Sources, Statistical Abstract (U.S.A. 1986), 106th Edition.p.133.

[2] U.S. Department of Commerce Bureau of Census, p.134.

[3] U.S. Department of Commerce Bureau of Census, p.134.

[4] U.S. Department of Commerce Bureau of Census, p.133.

[5] U.S. Department of Commerce Bureau of Census, p.158.

[6] Council for Early Childhood Education, Family Day Care Training Models (Washington D. C. 1985), p. i.

[7] U.S. Department of Commerce Bureau of Census, p.26.

[8] U.S. Department of Commerce Bureau of Census, p.26.

[7] Council for Early Childhood Education, p.i.

[9] Elizabeth Prescott and Cynthia Milich, School's Out! Family Day Care For The School Age Child (Pasadena, California 1975), p.7.

[10] U.S. Department of Commerce Bureau of Census, Current Population Reports, Series P-20 No.398, Household and Family Characteristics (Washington D.C., March 1984), p.19.

CHAPTER 9

WHERE DO FAMILY DAY CARE PROVIDERS COME FROM ? WHERE DO THEY GO TO?

The discussion of where Family Day Care Providers come from will begin with a why.

Why Did They Start?

Why did you decide to become a Family Day Care Provider?

Answer	All Providers	Present Providers	Former Providers
Wanted to stay home	111 61%	86 62%	25 57%
Children of own	110 60%	80 58%	30 68%
Love working with children	109 60%	85 62%	24 54%
Needed the money	91 50%	69 50%	22 50%
Did not like former job	22 12%	17 12%	5 12%
Took care of neighbors' children anyway	16 9%	10 7%	6 14%
Friends talked me into it	14 8%	9 7%	5 12%
Other	39 21%	28 20%	11 25%

The primary reasons given for becoming a Family Day Care Provider (respondents could select more than one answer) were:

60%	wanted to stay home with own children
60%	love of children
50%	the need for money

Similar reasons for entering Family Day Care were found in School's Out (Prescott, 1975) except that "love of children" was not one of the selection options in that study.

If we compare the group of former providers with the group of providers who were still providing care at the time of the survey, we find the groups to be quite similar. If we take a look at the two reasons, "Took care of neighbors' children anyway" and "Friends talked me into it" we find that a larger percentage of the former providers chose these answers. Fourteen percent of those presently employed in Family Day Care and 26% of those who are no longer providing care just "fell" into their jobs by someone's talking them into it, or taking care of their neighbors' children anyway. If we compare the groups statistically, though, there appears to be no significant difference. It would be interesting to look at this more closely in a future study to see if the reasons why providers go into Family Day Care have an effect on how long they stay and how successful they are.

What Did They Do Before?

What was your job before becoming a Family Day Care Provider?

Answer	All Providers	Present Providers	Former Providers
Office worker	59 32%	40 29%	19 43%
Teacher	33 18%	26 19%	7 16%
Retail	18 10%	17 12%	1 2%
Homemaker	15 8%	10 7%	5 11%
Health Profession	14 8%	14 10%	0 0%
Mother	10 5%	7 5%	3 7%
Student	9 5%	7 5%	2 5%
Service	6 3%	3 2%	3 7%
Factory Worker	2 1%	2 1%	0 0%
Recreation	2 1%	1 1%	1 2%

There were 14 other responses that did not fit into any of the categories listed in this table. These occupations along with a further definition of office worker, teacher, retail, health profession, and service are listed in Appendix B-1.

The largest percentage of Family Day Care

Providers, 43% of the Former and 29% of those presently employed, came from office jobs. These jobs vary widely in the type of duties they entailed, ranging from clerks to secretaries and bookkeepers, administrative assistants to office managers. Many of these jobs may be considered professional jobs while others carry with them a low professional standing and salary to match.

It is interesting to note that more of the respondents came from office jobs than any other occupation, but they were also the largest group to leave Family Day Care.

Eighteen percent of all of the providers that answered the survey were teachers. Those listed as teachers included three teacher's aides, five elementary teachers, a Family Day Care Instructor, a bank teller trainer and 14 preschool teachers.

It is not very surprising that there would be so many preschool teachers, as the work load is smaller and the pay scale is higher for a Family Day Care Provider than it is for a Preschool Teacher in the geographical areas that were surveyed. In School's Out (Prescott 1975) 6% of the providers surveyed used to be Nursery School Teachers but found the pay, as such, too low and the job not rewarding enough.

Thirteen percent of those responding to the survey were mothers and/or homemakers previous to becoming Family Day Care Providers. In School's Out!, (Prescott, 1975) 47% of those answering the survey felt that they got their most adequate training to be a Family Day Care Provider by having experience as a parent.

If parenting were the only skill that need exist for one to become a Family Day Care Provider, then I think that there would be more that just 13% of those who become providers who are "mothers" or "homemakers". Certainly these are important skills and not to be taken lightly, but to be a Family Day Care Provider entails much more than being able to change diapers, keep a house clean, prepare meals, and juggle schedules. However many "homemakers" and "mothers" are not financially obligated to seek work, which could explain why there are less persons with this background than might have been expected, but for whatever reason most of the Family Day Care Providers who answered this survey were not "homebodies" in their former occupation.

Other significant background areas included the Health Care Profession (8%), none of whom had left Family Day Care at the time of the survey, and Retail (10%) which included two instructor type jobs and six managerial type jobs.

How Long Do They Stay?

How many years have you been or were you a Family Day Care Provider?

	All Providers	Present Providers	Former Providers
Average number of years	7.1	7.04	7.1
The median year is	5	5	5
The mode year is	3	3	3

Although the average number of years that the respondents to this survey were in Family Day Care was seven years, this mean was skewed by six persons who had been in Family Day Care for over 20 years. One person had been providing care for 40 years and another for 30 years. Three years seems to be the turning point for many providers. After this point there is a decline in the number of providers who continue on in Family Day Care.

In Prescott, Milich (1975) the peak was between three and five years.

Sixty percent of the respondents stated that they went into Family Day Care because they wanted to stay home with their own children. It takes three to five years before one's own children go to either preschool or elementary school. The provider would then be free to give up Family Day Care.

How Much Longer?

How many more years do you think you will continue in Family Day Care? The average number of years given in response to this question was 5.2.

Twenty-one percent said they did not know and 15% wrote "forever". Twelve percent wrote five years and 12% wrote ten years and three persons (2%) actually wrote 25 years.

When asked what they would do if they left Family Day Care 46% of those who were still in Family Day Care felt that they will continue to work in Family Day Care until they retire. Only 8% would like to go back to their former jobs and 42% of them would like to get a new job when they leave Family Day Care. Five percent failed to state.

Why Do They Go?

If you are no longer providing care what was your reason for leaving?

Former Family Day Care Providers Only

Answer	Number	Percent
Tired of staying home	12	27%
Insurance prices	10	23%
Wear and tear on house	10	23%
Family burned out	9	20%
Burned out	9	20%
Got a new job	7	16%
Medical reasons	7	16%
Children of own	5	11%
Tired of parents	5	11%
Retired	4	9%
Went back to former job	3	7%
Tired of children	2	5%
Other	23	13%

"Wanted to stay home" was the reason given most often under reasons for becoming a Family Day Care Provider. "Tired of staying home," was chosen most often in the list of why the former providers left Family Day Care.

This reason, insurance prices, wear and tear on the house, family burnout and personal burnout all had between a 20 and 30% response answer.

Where Did They Go?

If you are no longer providing care what is your present job?

Accountant	Artist	Barmaid
Childbirthing	Community Service	Childcare program director
Customer Service	Dental Secretary	Government Food Program
Disabled	House Cleaner	Family Day Care Councilor
(4)Homemaker	(3) Mother	Owner/ Director preschool
Proofreader	(3) Secretary	Owner, Typing business
Partner/Retail	Real Estate	Resource and Referral
Retail Sales	(2) Student	Elementary Teacher
Teacher	CDA Trainer	Family Day Care Teacher
PTA Volunteer	Preschool Teacher	

Seven of the former providers went back into being a mother and/or a homemaker.

Thirteen of the former providers went into some sort of child care program or other program that reaches children although not necessarily directly working with children. These occupations include childbirthing, elementary teacher, preschool teacher, preschool director, community service, government food program, CDA Trainer, PTA volunteer, Child Care Resource and Referral Specialist, Family Day Care Councilor, a teacher and a Family Day Care

Instructor.

Three of the former providers own their own business or have a partnership. Two of them are presently going back to school.

Only one listed herself as disabled, although I have heard several providers tell me that they had to stop taking care of children for a while when they strained their backs. A Family Day Care Provider does do a lot of bending and lifting and they are rarely taught the proper way of lifting a child or heavy bag until they have already injured their back. Although only one person in this survey listed her/himself as "disabled" this does not mean that this was the only person who was injured as a Family Day Care Provider.

Because Family Day Care Providers are self employed they rarely have medical coverage unless they carry it through their spouse and they can only collect State Disability Insurance if they have shown a profit on their Schedule C Income tax form and have paid into State Disability Insurance. This can be a problem for someone who has put in ten to twenty years in service as a Family Day Care Provider and who is suddenly disabled by his/her job, especially if he/she lives in a state that does not have state disability. What can he/she do? What action can he/she take? This is definitely something that Family Day Care Providers need to look into through their associations.

CHAPTER 7

HOW DID THEY RUN THEIR PROGRAMS?

Hours

Family Day Care Providers set up their own programs. They must decide on the number of hours and days they are willing to work, the activities that they will offer, whether they will take holidays and/or vacations. All of these things must be negotiated with the parents of the children for whom they provide care.

How many hours per day do (did) you work?

Average:

All Providers	Present Providers	Former Providers
11 hours	11.6 hours	9 hours

June Sale in her study of Family Day Care Providers[1] found Family Day Care Providers worked an average of 10 hours per day. The providers who answered the survey that was conducted in May through July of this year (1986) indicated that they worked an average of 11 hours per day. Those who were no longer providing care worked an average of 9 hours per day, and those who were still providing care worked and average of 11.6 hours per day. One provider indicated that

she provided child care only four hours per day, four indicated that they provided care for 16 hours a day and one indicated that she provided care 24 hours per day.

By looking at the average hours of care provided we get some indication of the extensive hours that are involved in being a Family Day Care Provider. The hours, however, do not take into account any activity preparation time, house cleaning time, yard and toy maintenance time, shopping time, and/or bookkeeping time. Many providers find the time to do these activities during nap time, or by having someone come in part time, but the majority do most of these activities in addition to the hours that they put in each day.

When asked to write down the factors that were hard as a Family Day Dare Provider, 25 respondents wrote that the hours were too long and five said they had no breaks. Lack of time to do chores and lack of time to keep records were also listed as factors that were difficult for the providers.

Days

The respondents, as a whole, averaged 4.8 days per week of work; those who were no longer providing care averaged 4.3 hours per week; and those who were still providing care averaged 5 days per week. Nine providers cared for children 7 days a week. But the majority cared for children 5 days per week.

Two of the providers said that working weekends was

very hard for them and that they tried to avoid it, but still ended up doing it occasionally.

Children In Care

What are (were) the ages of the children provided for in your Family Day Care Home?

Answer	All Providers	Present Providers	Former Providers
Toddlers	158 87%	120 87%	38 86%
Infants	142 78%	107 78%	35 80%
Preschool Age	139 76%	109 78%	30 68%
School Age	81 45%	65 47%	16 36%
Special Needs	25 14%	19 14%	6 14%

Seventy-eight percent of the providers cared for infants, 84% cared for toddlers, 76% provided care for preschoolers, 45% provided care for school age children, and 14% indicated that they cared for special needs children.

Family Day Care provides an environment very similar to the families of the 19th and early twentieth century. Family Day Care is like a large family and has children of different ages.

Some providers care for only infants. Some care

only for toddlers while others specialize in preschool or school age children. Every Family Day Care Home is different, but most often the children come from all age groupings very much like a family. Two of the providers wrote that their Family Day Care was like their extended family, but other providers wrote that the mixed age grouping was very difficult for them.

It is interesting to note here that when asked to list the benefits and hardships of being a Family Day Care Provider, children were listed 124 times under benefits. "Love of children", "watching children grow", "Being with children" and "visits from graduates" were the issues listed most often.

Fees and Payment Policies

Although it is common practice in preschools to charge material and/or registration fees, only 15% of the Family Day Care Providers who answered this survey collected registration and/or material fees.

Do (Did) you charge a registration or material fee?

Answer	All Providers	Present Providers	Former Providers
Yes	27 18%	23 20%	4 11%
No	126 82%	95 80%	31 89%

The fee range charged by providers in 1971 ("I'm Not Just A Babysitter", by June Sale and Yolanda Torres) was from $7 to $22.50 per week for full time care. The fee range charged by the providers surveyed this year (1986) was from $35 to $120 per week for full time care. The mean fee was $64 with a standard deviation of 15.9.

While 31 providers wrote down that the money that they made in their Family Day Care was a benefit, five wrote that the money that they made was not good, mostly because it was inconsistent. Absences and vacations that are not paid for by the parents can leave a provider with a much lower salary than anticipated. This can be especially difficult for the provider who is dependent on Family Day Care income for his/her livelihood.

The fee varies both by location and by how much a provider is willing to charge parents. Those providers at the low end of the fee range were providing care for 5, 10 and even 15 years. Those who charged $120 a week for full time care, are no longer providing care.

Fees charged by providers are decided by the provider, but the parents must also agree to pay that price. Providers can price themselves out of the market by charging too high a fee, but another problem that providers often have is raising their fee to match the inflationary market. Several respondents listed this problem specifically as being a difficult factor as a Family Day Care Provider. This

difficulty could stem both from compassion for the parents of the children in their care and from lack of assertiveness on the provider's part.

Compassion and lack of assertiveness can also interfere with collection of payment. Thirty-two percent of those surveyed indicated that they had had problems with payment collection. Nineteen persons listed collection of late payments as being one of the "hard" parts of being a provider. Many of those who indicated that they had problems with payments also indicated that they no longer had problems with payment when they changed the collection of fees from the end of the week or month, to the beginning of the week or month.

When was payment collected?

Answer	All Providers	Present Providers	Former Providers
Beginning of each week	81 45%	57 41%	24 55%
End of each week	67 37%	54 39%	13 30%
Beginning of each month	28 15%	24 17%	4 9%
Varies	14 8%	13 9%	1 2%
End of each month	13 7%	9 7%	4 9%

Forty-five percent of those surveyed indicated that they collect their payments at the beginning of each week, and 15% indicated that they collected payments at the beginning of each month.

Thirty-seven percent of those providers who answered the survey collected payments at the end of each week, 8% varied the payment collection and only 7% collected their payments at the end of each month.

Do (Did) you ever have problems with payment?

Answer	All Providers	Present Providers	Former Providers
Yes	58 32%	44 32%	14 32%
No	98 54%	73 53%	25 57%
Failed to State	26 14%	21 15%	5 11%

Vacations

Vacations can be difficult both for Family Day Care Providers and the families for whom they provide care. One Family Day Care Provider who answered the survey over the phone indicated that she had taken a vacation in her second year of providing care and that she felt that many of her children left, because she took four days off. She indicated that she had not given them much notice, but she was also afraid to take any more vacations, so she has not had a

vacation in 12 years.

Another provider, however, hands out calendars at the beginning of each year and has all of the holidays and vacation days for which she will not be providing care marked clearly for the parents to read. The parents have plenty of time to prepare for this provider's absence and have never given her any trouble about her time off.

Do (Did) you take vacations?

Answer	All Providers	Present Providers	Former Providers
Yes	153 84%	118 86%	35 77%
No	27 15%	23 13%	4 9%
Failed to State	2 1%	2 1%	0 0%

If yes were they paid vacations?

Of the 153 who responded "yes" to "Do you take a vacation?":

Answer	All Providers	Present Providers	Former Providers
Yes	27 18%	23 20%	4 11%
No	126 82%	95 80%	31 89%

The majority, 84% of those providers surveyed, indicated that they did take vacations, but unlike paid

employees, only 18% of those who took vacations had paid vacations.

Only one provider wrote that planning his/her own vacation time was a benefit, while eight providers listed planning of their own vacations as a "hard" factor for a Family Day Care Provider.

Again, because this is a business that is run by the provider, negotiation of paid vacations is between the provider and the parents. Assertiveness and a clear written policy are the main factors that make a paid vacation or holiday possible for a Family Day Care Provider.

Other Business Aspects

Business aspects were listed most frequently (102 times) under those things that were "hard" for the respondents as Family Day Care Providers. Those items that they listed include "hours too long", "organization", "record keeping", "income taxes", "policies and procedures", "insurance prices" and "not enough money".

Business aspects that were listed as benefits included "money", "being own boss" and "income tax advantages". See Appendix B-2 for a complete list.

Another area that can cause problems involves not being able to fill all of the vacancies. This can be aggravating for the novice as well as the experienced Family Day Care Provider because of the obvious loss of income.

Although most providers find that once they get established they have a waiting list rather than vacancies, this is not true for all providers. One provider that I spoke with over the phone had been in business for ten years and she was not having any trouble with vacancies until recently. Was she no longer providing adequate care? Did all of her friends and acquaintances have older children that no longer needed care? She felt that her neighborhood had deteriorated over the years and that was why she was having trouble filling up her vacancies. Of course all of this is purely speculation and there is no way to prove one way or the other what happened. We can see from the following answers to the question about vacancies that the majority of providers who answered the survey, "former" and "present", were not troubled with chronic vacancies.

Do you often have vacancies?

Answer	All Providers	Present Providers	Former Providers
Yes	42 23%	35 25%	7 16%
No	136 75%	101 73%	35 80%
Failed to State	4 2%	2 2%	2 4%

Activities

Over 80% of those who were surveyed indicated that they had story time, outside riding toys, puzzles, crayolas, songs and manipulative toys for the children in their care. A complete list of these activities can be found in TABLE C-1.

Between 70% and 77% have painting, take walks, have water play activities, outside climbing apparatus and swings for the children.

Seventy-three percent indicated that they let the children watch T.V., but most of them wrote on the survey that they only let the children watch "Sesame Street" and "Mister Rogers Neighborhood".

Sixty-two percent indicated that they did academics with the children and the same number indicated that they had sand play for the children.

Fifty-six percent of those who were surveyed indicated that they took field trips with the children, which was really surprising because there are liability and insurance problems when the children are taken out of the Family Day Care homes.

The providers who answered this survey participated in a wide range of activities with the children. They are not "babysitters"; they are child care professionals and take their job seriously.

One provider told me over the phone that she hated to be called a babysitter and the last time a parent

introduced her as one she said, "Excuse me, but I don't ever recall sitting on your baby". Other providers told me at when they someone calls them a "babysitter" that they correct them by saying that they are professional licensed Family Day Care Providers. The wide range of activities offered by the majority of providers in this survey demonstrates that the providers aren't just sitting, but actively participating in the development of the children for whom they care.

PARENT INVOLVEMENT:

When asked what relationship they had with the parents, 97% of the Family Day Care Providers responding to the survey said that they talked with the parents often. One hundred percent of the former providers indicated that they talked with the parents often.

What relationship do (did) you have with the parents?

Answer	All Providers	Present Providers	Former Providers
Talked with them often.	177 97%	133 96%	44 100%
They asked for your advise or help.	145 80%	111 80%	34 77%
You have planned activities that involve the parents.	62 34%	49 36%	13 30%
Parents are a problem	32 18%	21 15%	44 25%

June Sale in her book, Open The Door, See The People (1972) indicated that Family Day Care providers spent an average of one hour a day counseling parents. Some providers indicated that they spent as long as three hours with a parent when she/he was having problems.

New parents, in particular, rely on Family Day Care Providers to help them through teething, waking up in the night, feeding problems, bottles, pacifiers, potty training and many other events that affect both parent and child as a child develops.

The evidence presented by Robert Bookman in Family Day Care Associations (1976) indicated that Family Day Care Providers are "...indigenous community worker, influencing the children's families and other families in the community. Through daily contact, these mothers develop relationships with working mothers whom social agencies have often found hard to reach or help."

The evidence collected in this survey clearly indicated that there is still a great deal of involvement with the parents. Eighty percent of the respondents indicated that the parents asked for their advice or help. Thirty-four percent of those responding to the survey indicated that they actually had planned activities that involve the parents.

Only 18% of the respondents said that the "parents

were a problem" and even then, most of them wrote in "sometimes", "some parents" or "one parent". It is interesting to note, however, that when asked to list those things that are (were) hard as a provider and those benefits of being a provider, 60 of the comments about parents were complaints while there were only 38 comments listed under benefits involving the parents.

The issues that the providers most frequently listed as "hard" about parents included, "problem parents", "uninterested parents", and parents "bringing ill children", "paying late" and picking up children late".

Those issues that involved parents that were listed as benefits included "helping", "providing a service", and "counseling" parents. These could possibly be listed under personal issues, as they do involve rewards through helping other persons.

Parents were however listed under "benefits" as new "friends". Other issues that were listed included "praise from parents", "shared joy of development","appreciation from parents" and "kind and cooperative" parents.

Parents are not always easy to deal with as is shown by the frequency with which these Family Day Care Providers listed parents as a hardship in Family Day Care. A strong relationship with the parents is important to the success of any child care provider.

"To achieve individually appropriate programs for young children, early childhood teachers must work in partnership with families and communicate regularly with children's parents."[2]

Family Day Care Providers talk frequently with parents. They are often called upon to be counselor and child care experts by the parents.

Parents sometimes take advantage of Family Day Care Providers if the provider does not know how to prevent this. Many parents however do appreciate their Family Day Care Providers very much and show their appreciation both through verbal communication and/or material gifts.

Most often a Family Day Care Provider is a parent's first (other than an occasional home babysitter) contact with child care in the community. Family Day Care Providers have to deal with separation issues. The separation of the parent from the child can be as hard on the parent as it is on the child, sometimes even worse. In addition to this separation anxiety, parents must complete health and personal history forms, and bring adequate clothing (and in some cases food) for their child. Completion of health and personal history forms, prompt payment of child care fees, picking up children on time and what to do with ill children are major issues that both the Family Day Care Provider and the parents must adequately deal with in order for the day care program to be successful.

Centers most often have written policies that include these issues. Family Day Care Providers today frequently have similar written policies. This is an aspect of professionalism that is being taught in many Family Day Care Courses today.

This is an important issue because it not only is helpful to Family Day Care Providers in preventing them from being exploited, but it is also good for the parents to begin to learn the responsibilities of parenting.

---

[1] June Sale, Community Family Day Care Project Final Report, Pasadena, Ca., Pacific Oaks College (1973).

[2] "Position Statement on Developmentally Appropriate Practice in Early Childhood Programs Serving Children Birth Through Age 8" , "Relations Between Home and Program" , Young Children, National Association of Education of Young Children, Washington D.C. (September 1986) p. 15 .

CHAPTER 8

OUTSIDE INFLUENCES

Department of Social Services:

One of the first introductions that most providers have to Family Day Care, unless they have worked with another provider or worked as an unlicensed provider, is the Department of Social Service orientation meeting.

This survey asked the question:

Do you feel that the orientation meeting given by the Department of Social Services adequately prepared you for the job?

Answer	All Providers	Present Providers	Former Providers
Yes	69 38%	49 36%	20 45%
No	93 51%	74 54%	19 43%
Failed to state	20 11%	15 11%	5 11%

One provider who indicated a "yes" answer wrote along with this, "This is not the purpose. It is meant to explain licensing regulations." Another individual who also responded with a "yes" answer added, "But it's not their job

to teach a person to take care of children."

This is true; the Department of Social Service meeting is to explain the forms and the licensing process. They are not there to teach child development; income tax and bookkeeping requirements are not part of the orientation; parent contracts, payments and policy making are never discussed; and what to do about problems with parents and/or children (other than suspected abuse) is not presented. How could they be? The orientation meeting is only one to two hours in length! And yet 45% of the providers who are no longer providing care and 36% of those who are still providing care indicated that they felt that the orientation meeting given by the Department of Social Services adequately prepared them for the job.

The second part of the question pertained to the 51% of the providers who indicated that they did <u>not</u> feel that the orientation meeting adequately prepared them for the job. It asks "If **no**, what did they leave out?"

One respondent wrote, "Nothing could!" another wrote, "There is no way that you can be adequately prepared for the job - you either do it or you can't. I did however pick up good tips from other providers." This is an interesting statement because this person first implies that there is no way to learn to be a Family Day Care Provider, but then she goes on to say that she did learn from other providers. Other providers wrote that the meeting

was "cold and impersonal" and "vague". They wrote that they "Just filled out forms," that the meeting "Just barely covered the basics," and that "they (Department of Social Services) tried to discourage you."

Six respondents wrote that the orientation meeting given by the Department of Social Services left out "A lot.". Sixteen felt that "Everything" was left out.

Fifteen respondents wrote that the business aspects were left out, four of them listing specifically record keeping and tax information and several mentioned specifically marketing skills.

All of the statements that were about what was left out of the orientation meetings were topics that are important for a Family Day Care Provider to know, but it is not the job of the Department of Social Services to teach providers how to run their program. Their funding, staff size and job definition do not allow them to be Family Day Care Trainers. They are licensing evaluators and have a difficult and strenuous case load just doing their job.

So where can these skills be learned and topics discussed? Some discussion of what classes the Family Day Care providers have taken and where they network will be discussed in the next chapter (With Whom Did They Talk?).

Insurance

Insurance has become a major issue out in the last two years. Previous to this a Family Day Care Provider could get insurance for a low yearly fee of $60 to $120 in California. As of January 1st, 1985 Family Day Care Providers were required to carry liability insurance or have an affidavit signed by the parents stating that they are aware that the provider does not carry the required liability insurance.

May 1985 brought a sudden cancellation of most Family Day Care Providers' insurance policies, followed by a new company offering a reduced coverage of Family Day Care Insurance at a rate of $450 to $1300 per year.

The California Federation of Family Day Care sued the insurance company for the unprovoked cancellation of all of the policies by one insurance company. They won the battle, received a settlement and those providers who were canceled were able to pick up the rest of the time they had left on that original insurance policy at their original rate. Other than those few who picked up that short period at a reduced rate, everyone else must pay a minimum of $450 for a small home license and double that for a large home license. There is no discount for a person who watches fewer children or only works a few days a week.

The high price of insurance in California is an issue that is of concern to the group (Insurance for Child Care)

that is trying to unite all of the child care providers (center and home based) to seek some solution to the problem.

The Family Day Care Association in Washington took a monumental step toward solving their problem with insurance by attempting the formation of their own insurance company.

Are (were) you able to afford Family Day Care Insurance?

Answer	All Providers	Present Providers	Former Providers
Yes	91 50%	69 50%	22 50%
No	86 47%	64 46%	22 50
Failed to state	5 3%	5 4%	0 0%

Fifty percent of all of the providers who answered this survey stated that they were unable to afford the required insurance. What this means is something that still remains to be seen. Are they working without insurance? How many persons do not go into Family Day Care because of the insurance prices? These are some areas that need more exploration.

Eleven respondents when asked to list those things that were "hard" for them as providers listed insurance prices and one provider wrote that it was hard having "no insurance..." because it was stressful realizing the

ramifications this might have.

Income Taxes

The need to keep accurate records of income and expenses has already been discussed. Family Day Care Providers are also required to file a Schedule C Income Tax Form just like everyone else who owns their own business.

Are you aware of the Income Tax benefits for Family Day Care Providers?

Answer	All Providers	Present Providers	Former Providers
Yes	151 83%	117 85%	34 77%
No	19 10%	10 7%	9 20%
Failed to state	12 7%	11 8%	1 2%

Family Day Care Providers have many tax advantages over those who work outside their home. Even though the "office in the home" was essentially eliminated in 1978 there is a special exception listed just for Family Day Care Providers. Tax deductions for the Family Day Care Provider are of both the depreciable and non depreciable type. Tax law is even complicated for a tax consultant, so it is really surprising to find 83% of those who answered this survey felt that they were aware of the income tax benefits available for Family Day Care Providers.

Although the majority of Providers felt that they knew about the tax benefits for a Family Day Care Provider, I question whether they are aware of all of the possible deductions.

It would have been interesting to know if the respondents to this survey prepared their own income taxes or had a tax preparer do them for them.

Employees

Family Day Care Providers usually work alone, but providers who have a large license must have an employee (although this can be a relative and not have the same requirements) who is minimum of 14 years old.

To have an employee one must first file for a employer number. Then one must file quarterly taxes, withhold income taxes, Social Security and pay a share of the Social Security Tax for those employees who make more than $50 per quarter of each year. In California, an employer must also withhold and pay a portion of the State Disability Insurance (SDI).

Even if a Family Day Care Provider is taking care of only six children she/he is required to have an emergency back up in case of an illness or an emergency. The number of this person is to be listed on the emergency form that is to be posted in each Family Day Care home.

Do (Did) you have a substitute to take over when needed?

Answer	All Providers	Present Providers	Former Providers
Yes	97 53%	77 56%	20 47%
No	30 16%	21 15%	9 21%
Sometimes	53 29	39 28	14 33%

When asked if they had a substitute to take over when needed 53% said "yes", 29% said " sometimes and 16% said "no". A study in 1975 indicated that between 13 and 15% of the providers in the study had no one to take over as a substitute for them when they needed someone. The data from this most recent survey would seem to indicate that the percentage of providers who are unable to find substitute care is still approximately the same.

Finding a reliable substitute is hard and demonstrated by the fact that 45% of the respondents said they had a substitute only "sometimes" or not at all.

Some persons have someone come in every afternoon so they can go out for a few hours. Family Day Care Providers in California are only allowed by law to be away from their home 20% of the time. Now whether that is 20% of the day, week or year is definitely interpreted differently by each licensing evaluator.

The isolation and stress (listed in Appendix B-2)

that a Family Day Care Provider feels can be lessened by having someone come in for 30 minute to an hour a day.[2]

Identifying and solving problems of stress and burnout is a step toward professionalism and a benefit to the providers, the children in their care, the parents of the children and the community as a whole.

---

[1] Elizabeth Prescott and Cynthia Milich School's Out! Family Day Care For The School Age Child Pasadena, California (1975) p. 20.

[2] Cooperative Extension, Division of Agricultural Sciences University of California Leaflet 21313 "Information for Family Day Care Providers, Coping Creatively: Handling Stress."

CHAPTER 9

SUPPORT GROUPS AND OTHER RESOURCES

When asked the question, "With whom did you talk about Family Day Care?" the respondents to this survey chose the following categories in order of frequency:

Family	80%
Friends	73%
Parents	66%
Other Family Day Care Providers	64%
Neighbors	49%
Preschool Teachers	38%
Others	14%

Only 4% listed "No one".

Although only 66% of the respondents indicated that they talked to the parents about Family Day Care, 97% of the respondents indicated in another question about their relationship with the parents, that they talked with the parents "often". This would seem to indicate that 34% of the respondents spoke to the parents about something other than their Family Day Care. What they spoke to the parents about can only be speculation, but it would not be a professional business practice to talk with the clients about the problems that occur in the course of working a job, unless it relates directly to the client who in this case would be the parent and the child.

This survey would seem to indicate, though, that Family Day Care Providers talk to a lot of people about their job. But where do they get their support? As was already discussed in Chapter 6, Family Day Care Providers counsel parents a great deal of the time. They also spend an average of 11 hours a day working in an environment in which they interact with mostly either children and parents, both of whom are their clientele.

"Family" was chosen most often as the persons to whom the respondents talked about Family Day Care. This is certainly understandable as they may be some of the only other contacts a Family Day Care Provider has in the course of the day. As was discussed in Chapter 2 lack of support by the family is an important factor that can lead to burnout in the teaching profession. A Family Day Care Provider gives time and attention to the growth of many little growing human beings each day, just like a teacher in a school, but it's done within the home. It would be even more important to the Family Day Care Provider to have the cooperation of his/her family as they all have to share the same space.

Most providers also have the job as a Mom (and in 3% of the cases, Dad) and/or spouse to perform in addition to running their full time Family Day Care Home.

Communication within the Family Day Care Home

family is essential for everyone involved, but still they are family. Family members all have their own interests, and Family Day Care Business may be a subject that family members get tired of hearing about.

So who does a Family Day Care provider talk with who is not part of his/her business or their family? Seventy-three percent say they talk with their friends, 64% talk with other providers, 49% talk with their neighbors and 38% said they talk with preschool teachers. A few wrote in " To anyone I can!" Is this where they get their support?

Do Family Day Care Providers get support anywhere else? Where do they get their support to start with? How do they keep from burning out?

To answer these questions it is necessary to look at the two different groups that responded to the survey, former providers and those providers who are presently providing care. Were there any areas of difference between these two groups?

Professional Organizations

Overall 74% of the respondents belonged to one or more of the professional organizations listed above. Fifty-nine percent of the respondents belonged to their local Family Day Care Association, 35% belonged to their state organization, 16% belonged to the National Association for the Education of Young Children and 10% belonged to their

State Association for the Education of Young Children.

Do you belong to any of these professional organizations?

Answer	All Providers	Present Providers	Former Providers
Local Chapter of the Family Day Care Association	108 59%	94 64%	14 25%
State Family Day Care Association	64 35%	51 37%	13 30
National Association of Family Day Care Providers	30 16%	23 17%	7 16%
National Association for the Education of Young Children	25 14%	16 12%	9 20%
State Association for the Education of Young Children	18 10%	9 7%	9 20%

When asked if they do or did belong to any professional organizations 64% of those still providing care said that they belonged to their local Family Day Care Association, while only 25% of the former providers indicated that they had belonged to their local association. Comparing these two groups statistically we find:

Did the providers belong to their local Family Day Care Association?

	Yes	No	Total
Present	94 82.2%	43 54.8%	137
Former	14 25.5%	29 17.2%	43
Total	108	72	180

$\underline{X}^2$ (1) = 17.22, $\underline{P}$ < .005

This would indicated that the groups are significantly different with a 99.5% degree of accuracy.

What does this mean? Do the Local Family Day Care Associations make the difference between the success and failure of a Family Day Care Provider? It's possible.

It could also indicate just a high degree of involvement of those who responded to the survey in the local associations. This may be just a matter of who answered the survey. Forty- eight percent of the survey respondents were convention participants who tend to be more professionally active.

Another possibility is that since the mandatory requirement of Family Day Care insurance went into effect less than two years ago, there have been discounts offered to Family Day Care Providers who belong to a Family Day Care Associations. So perhaps this sample simply indicates that

more persons who are in day care now belong to local associations because they get a discount on their insurance. To look further into this question we need to know how frequently the providers attended the meetings of these associations.

If the difference between these two groups in the last two questions indicates that the local associations promote the retention of Family Day Care Providers, then the reason for this is more than likely the support and networking that goes on at these local associations. Another number that supports this theory is the 64% (overall) who indicated that they talked with other Family Day Care Providers about their Family Day Care.

Have you attended any of the classes presented by your local Family Day Care Association?

Answer	All Providers	Present Providers	Former Providers
Yes	97 53%	84 61%	13 30%
No	75 41%	47 34%	28 64%
Failed to State	10 5%	7 5%	3 7%

This question asked if the providers (former and present) had attended any classes presented by their local family day care association. The word "classes" is perhaps

not the best term since many local associations have "meetings" or workshops", but regardless of the term 68% of those respondents who were still providing care, while only 43% of those who are no longer providing care, indicated that they had attended these "classes". If we again compare these two groups we will see that there is a difference between them.

Did they attend any classes presented by their local Family Day Care Association?

	Yes	No	Total
Present	94 86.8%	42 49.2%	136
Former	19 26.2%	22 14.8%	41
Total	113	64	177

$\underline{X}^2$ (1) = 7.017, $\underline{P}$ < .01

Again this shows a significant degree of difference between the former providers and those who were providing care at the time of the survey. This would seem to indicate that there is a higher degree of involvement in local Family Day Care Associations by those who were still providing care.

When asked if they attended any of the meetings of any of the professional organizations listed on page 52, 40% of the respondents indicated that they attended the meetings "regularly", 28% said "sometimes", and 7% said "once". That

means that 75% of the respondents have attended at least one meeting of a professional organization to which they belong. Only 25% of the respondents indicated that they had never been to one of these meetings.

Have you ever attended any of their (professional organizations) meetings?

Answer	All Providers	Present Providers	Former Providers
Regularly	66 36%	56 41%	14 23%
Sometimes	47 26%	38 28%	9 20%
Never	42 23%	27 34%	15 34%
Once	12 7%	9 7%	3 7%

If we compare the frequency of attendance of the former and current providers we get the following table:

How often did they attend professional organization meetings?

	Regularly	Sometimes	Never	Occasionally	Total
Present	56 51.4%	38 36.6%	27 32.7	9 11.4%	130
Former	10 14.6%	9 10.4%	15 9.3	3 2.6	37
Total	66	47	42	12	167

$\underline{X}^2$ (3) = 7.599, $\underline{P}$ >.01

This indicates that there was no significant difference between the former providers and those who were presently providing care at the time of the survey regarding the attendance at meeting of these professional organizations other than the local Family Day Care Association as was mentioned in the previous two questions.

When asked if they attended any conferences for these organizations 49% overall answered "yes". Fifty-five percent of the presently employed Family Day Care Providers answered "yes" while only 30% of the former providers answered yes. Although these groups may appear to be significantly different, 46% of the sample was collected at the Western Regional Family Day Care Convention. This would make the sample biased for this question and will be therefore eliminated from discussion.

Food Programs

Another area where Family Day Care Providers can get together with other Family Day Care Providers and share ideas and increase their own resources is at the workshops offered through the State and Federal Sponsored Food Programs.

Participation in the food programs is optional. Although no question of whether they belonged to a food program was asked, the following question was asked of the respondents:

Have you attended any workshops through one of the food program umbrella sponsors?

Answer	All Providers	Present Providers	Former Providers
Yes	97 53%	84 61%	13 30%
No	75 41%	47 34%	28 64%
Failed to state	10 5%	7 5%	3 7%

A positive response to this question would indicate that a respondent did or had belonged to a food program, but a negative response does not indicate that they do not belong to the food program. A Family Day Care Provider can belong to the food program and not participate in any of the workshops that are offered by the program.

Sixty-two percent of the respondents indicated that they had attended one or more of these workshops. Sixty-eight percent of the providers still providing care and 43% of the former providers indicated that they had attended one or more of these workshops. Comparison of these two groups using the Chi Square is indicated in the following table:

Did the providers attend workshops presented by the food programs?

	Yes	No	Total
Present	84 73.9%	47 57.1%	131
Former	13 23.1%	28 17.8%	41
Total	97	75	172

$\underline{X}^2$ (1) = 13.337, $\underline{P}$ > .005

Comparing the two groups (former and presently employed Family Day Care Providers) in this question indicates a significant degree of difference between these groups.

What causes this difference caused from? Are the food programs more available to the providers who are now providing care or do these food programs work as a catalyst to keep providers interested, informed and linked up with other Family Day Care Providers?

In addition to the workshops that the food program offers they have a representative come to the home every three months. This representative comes to observe meals being served in the home to make sure that the meal program that is being claimed is really being served, and frequently

this food program representative also brings new activities to the providers that can be done with the children. They are one of the only contacts that Family Day Care Providers have with the outside world other than the parents and the children, who, as was mentioned before, are the clientele.

It would appear that the food programs in addition to providing a food education program for the children while providing good meals, does in some way also support the Family Day Care Provider. Whether this support is because of the gathering of Family Day Care Providers, the sharing of information or the personal visits that are made to the homes is quite indeterminable, but interesting to look at none the less.

College Level Training Courses

The last area where the chi square showed any difference statistically between the former and presently employed providers who answered this survey was included in the question which asked if the providers had attended any classes through their local college that they felt helped them in their Family Day Care. Their answers are in the table as follows:

Answer	All Providers	Present Providers	Former Providers
Child Development*	84 46%	70 51%	14 32%
Family Day Care Management**	57 31%	49 36%	8 18%
Art for Children	45 25%	36 26%	9 20%
Music for Children***	43 24%	64 26%	7 16%
Curriculum	38 21%	31 22%	7 16%
Administration	30 16%	26 16%	4 9%
Other	32 18%	25 18%	7 16%
None	56 33%	32 25%	15 34%

* $\underline{X}^2$ (1) = 4.176, P> .05

** $\underline{X}^2$ (1) = 4.18 , P> .05

*** $\underline{X}^2$ (1) = 12.41 , P> .005

(Complete Tables can be found in Appendix D)

The three areas where the chi square indicated a significant difference between the former and presently employed Family Day Care Providers were in Child Development, Family Day Care Management, and Music for Children.

Family Day Care Management is a relatively new class in many areas, although it has been offered in Long Beach for ten years. The availability of this class could

possibly explain this difference between the former providers and those who were still offering care at the time of the survey.

Another possibility as was discussed in Chapter 2 (Family Day Care As Small Business) is that the Family Day Care Management classes are teaching the five points of properly operating a business according to Luanne Blagrove[1] and may thereby be "...raising the low standards for this sector of the economy, and could well (be) succeed(ing) in the twin highly desirable objective of deterring marginal entrants and improving efficiency and survival of those who do open up shops (Family Day Care Homes)."[2]

Child Development was another course where a significant difference between former and presently employed providers was indicated. Knowledge of child development within a program dealing with children is essential. Young Children magazine in July of 1986 contained an article called "Professionalization of Early Childhood Educators". In this article the second characteristic for a professional listed is "mastery of theoretical knowledge". Whether taking a class in child development constitutes mastery is certainly a debatable point, but it does show a high level of interest and growth for Family Day Care Provides in an area that is most important for the development of their programs.

Why are there more providers who were still providing care who had taken Child Development? Again this can only be speculation, but it is possible that Child Development classes help Family Day Care Providers understand what they are dealing with and therefore make it easier to cope with, and continue in, their job. Another possibility is that the providers who are caring for children today are different from the former providers in that they are striving to be more professional through acquisition of knowledge in their field.

The class that turned out to be the most significantly different was music for children. What could be the explanation for this? Perhaps music is an essential part of a successful Family Day Care environment. Perhaps this (along with the other two classes above) is only another indicator of what has already been established as a group that has a higher educational attainment than that of the general public (Chapter 4). Music itself may not be the key to understanding the difference in these two groups, but the fact that the providers who were still providing care were involved in developing more activities to do with their children may be another indication that they are striving to become more knowledgeable and/or professional.

---

[1]Luanne C. Blagrove Untold Facts About the Small Business Game Blagrove Publications (Manchester Conn.) p. 22

[2] Stanworth, Ava Westrip, David Watkins and John Lewis Perspectives on a Decade of Small Business Research, Gower publishing (Great Britain 1982) p.111

CHAPTER 11

SUMMARY

My hypothesis that Family Day Care Providers do not continue in their jobs for more than five years unless they have had training in Family Day Care and/or support through associations seems to have held up fairly well.

Although the average length of time the providers in this survey were in Family Day Care was over seven years, as I discussed in Chapter 6, the sample that answered this survey had six persons who had been in Family Day Care for over 20 years. These persons certainly raised the average above what would be expected. The mode year was three, however, and I believe this to be a more true figure of how long most providers spend in Family Day Care. Three to five years were the peak years in several former studies and I would be willing to conclude that this is the normal length of time providers spend in the business.

Comparing the providers who were still providing care to those who were no longer providing care was very interesting. What was surprising was how little difference there was except in certain prime areas of importance.

Comparing these groups definitely held up the

hypothesis that training and connection with professional organizations that lend support have a positive effect in the retention of Family Day Care Providers.

Forty percent of the Family Day Care Providers indicated a great deal of job satisfaction by stating that they would like to continue in their jobs for ten years or more. None of the providers who answered the survey disliked Family Day Care. Regardless of this enthusiasm, Family Day Care is not for everyone.

Conclusions

Family Day Care Management classes appear to serve the dual purpose of screening out marginal entrants and helping those who would otherwise be overwhelmed by the job to enter the job with their eyes open. Local Family Day Care Associations and the Food Programs both appear to support the Family Day Care Providers in a way that seems to help retain them in Family Day Care. Just how or why this is so cannot be stated for sure, but having someone to talk to, to lend support through the difficult times can be important in any job. Family Day Care Providers are usually alone in their jobs as has been discussed. The data from this survey seems to make a strong case that support of these organizations and Early Childhood Education Classes such as Family Day Care Management are vital to the survival of a Family Day Care Provider.

Keeping Family Day Care Providers satisfied in

their jobs is important to help improve both the quantity and quality of care for the children within our country. Family Day Care, although it is probably one of the oldest professions, remains, to this day, a low status job. One often hears, "Anyone can babysit!" This is not true. Many of the children that Family Day Care Providers take care of spend more waking hours with them than they do with their parents. Children are our most precious resource and the quality of care that the children of this country receive should be of primary concern for everyone.

Almost three times as many children are cared for in Family Day Care Homes than in centers in this country. So much attention is focused on the quality of care in these centers and the educational background of the "teachers" in these centers. Why have the Family Day Care Providers been forgotten? Do they want it that way?

I have talked with a few providers who resent ever having to get a license. They see this as a total invasion in their life. But the majority of providers that I have come in contact with have a real desire to raise the professional status of Family Day Care not only for themselves, but for the children in their care.

Comments

Does professionalism in Family Day Care imply that every Family Day Care Home must be run the same way? Of

course not. One of the best qualities of Family Day Care is that it is an individual business. Professionalism does, though, require a certain amount of educational attainment. The providers who answered this survey demonstrated that they have achieved higher educational attainment than that of the general public. This in itself does not make a professional.

As was discussed in Chapter 1, the Child Development Association (CDA) stated that there is a new category of emerging Family Day Care Providers who are professional women opting to stay home with their own children.

The data in this study certainly support this theory of a new emerging professional. The need for recognition of these professionals is one of the reasons that CDA is now offering a CDA Credential to Family Day Care Providers who prove themselves competent. This in itself is a big step towards professionalism. But how long will they stay?

Regardless of whether Family Day Care Providers are or were professionals it's important to keep in mind that there are millions of persons doing Family Day Care in this country. These persons are influencing the future of this country through the children that they care for. The turnover rate of Family Day Care Providers is very high as was already discussed in this paper. New providers start

every day. New providers as well as established providers deserve recognition for the job they are doing. Local organizations and training are vital to support and recognize these individuals.

There is no question that there is a need for child care. Many solutions to this problem have been suggested. Funding of projects to recruit and train Family Day Care Providers have been successful even with limited funding. Family Day Care is like an extended family and perhaps this is why it has been so often overlooked. But it is just for this reason that it's the child care of preference for most parents seeking child care for their children.

This survey has shown that there are competent and involved Family Day Care Professionals within the community. If this group was just a select sample and not a true sample, then it is important that the others be reached. If this was a true representational cross section of Family Day Care Providers then they have been greatly under appreciated and unrecognized. Which ever sample this study represents what is important is that support for Family Day Care Providers needs to continue.

Junior college classes in Family Day Care Management along with other Early Childhood Education Classes should be available at minimal cost for every person interested in or already caring for children in their home.

Support of programs to recruit and train Family Day

Care Providers should be part of private industry, local, state and federal funding.

Food programs should continue to be funded as they not only educate young children in proper nutrition but also help retain Family Day Care Providers in their jobs.

But most importantly Family Day Care Providers need to continue to organize themselves not only through local organizations where they can get support but also through state and federal organizations so that they can have the political voice that they have been missing for so long.

Family Day Care has come a long way, but it still has a long way to go. Professionalization of Family Day Care Providers? Is it important? Is it even an issue? I think so.

CHAPTER 11

PERSONAL NOTES

The Survey

My goal from the begining of my research has been to raise the professional status of Family Day Care Providers by making Family Day Care visible as a valuable childcare/business resource within the community.

I felt to do this, I needed to make more visible the Family Day Care Providers themselves. There is some information on who Family Day Care Providers were 15 years ago, but as a Family Day Care Provider myself I began to wonder who the other people were who were doing Family Day Care today.

During my course work at Pacific Oaks I had the opportunity to visit five Family Day Care Homes in which the providers were all of different cultural backgrounds. Each had her/his own way of incorporating their culture within their day care, but these were not the differences that I saw in them regarding job satisfaction and the care that they were giving. The differences appeared to be more related to the length of time that they had been in Family Day Care, why they went into Family Day Care, their degree of business

skills and child rearing skills and if they had any networking support within their community.

Keeping these differences in mind, deciding on the questions to ask was difficult. The first questionnaire I made up, although similar in content to my final questionnaire, had a very poor format. I gave it to a friend to fill out, and although she said that it was, "fine," it really took her quite a while to fill it out. The questionnaire in that form was really difficult to follow.

I have another friend who does medical research and he gave me a book called Basic Biostatistics in Medicine and Epidemiology by Rimm, Harts, Kalbfleisch, Anderson and Hoffmann. This book had a chapter in it on how to make up a questionnaire. In addition to giving me this book as a references he sat down and discussed my questionnaire with me.

I was able to take the questionnaire that I had already written and rearrange it to fit the better format. As it turned out I was very pleased. The letter in the front, with my name, address and an explanation of the project, was detachable so that it could be kept by the person filling out the survey if they wanted, or it could be changed by me without destroying the questionnaire if the introduction letter was not appropriate for any group that might be surveyed.

I took the questionnaire to the printers and had them print 500 copies of the questionnaire and 300 copies of the introduction letter. After I took the survey to the printer I began to think that if I made the paper an off-white sort of tan color it would set the black print off very nicely. I ordered the paper color over the phone, so I ended up with a different color than I had intended, a sort of goldenrod. The color caused some confusion at the convention that I went to in San Diego because another questionnaire that was being collected was of a similar color. Although the color is not what I would have liked, It really did turn out to be an easy color to locate.

Collecting the data for this survey was not any easy task. When I went to the Fifth Western Regional Family Day Care Conference in San Diego, I quite honestly thought that the conference was a State Conference. Western Regional meant ten Western States! My questionnaires had questions that pertained to Family Day Care Organizations that said, "Do you or did you belong to any of these professional organizations?

( )California Federation of FDC Associations
( )Local chapter of Family Day Care Association
( )National Association of FDC providers
( )California Association for the Education of Young Children
( )National Association for the Education of Young Children
( )Connections for Children".

You can imagine I had quite a few people ask me if they were even supposed to fill it out as they were from

another state. I assured them I only wanted to know if they belonged to their state organization so several of them crossed out California and wrote in their state. These organizations that I picked not only eliminated other states but also two other California State Family Day Care Associations were not included. I really did not know that there were so many, and I did not make up the questionnaire with the knowledge that I would be giving it to people from another state.

When I sent the questionnaires to King County, Washington, I lined out the word California and wrote in the word Washington in it's place.

After I collected the questionnaire at the convention I was more convinced than ever that I needed to try to find some way to contact the Family Day Care Providers who do <u>not</u> get out of the house; also I wanted to find more <u>former</u> Family Day Care Providers. I had found a few at the convention and I had found several providers who said they knew a former Family Day Care Provider. I gave them extra questionnaires and stamped return envelopes for the questionnaires.

I approached one Resource and Referral about sending out the letter to former providers and they consented to do this for me. I had them stuffed and stamped, but they had to put the address on it. When I asked if they would send any more to regular providers, they suggested that I try

another area as their area had been saturated with surveys lately.

The only way you can get letters sent through a Resource and Referral is to know someone, or have some sort of state project. Since I was doing this for my own research I was very fortunate to find anyone to cooperate with me in getting out my questionnaire. But both Connections for Children in Santa Monica and The Child Care Information Service in Pasadena sent the letters out for me.

I found the mailing to be somewhat of a disappointment. I sent out so many questionnaires and I got so few back. It was at this time that I decided to try to do some of the interviews over the phone.

I did a few telephone interviews of some people whose names I acquired from Junior College instructor and some whom I found listed in a local commercial directory. These phone calls varied in length by as long as 45 minutes. There were some providers that would just answer the questions, but then there were others who seemed to be very starved for someone to listen to them and they would continue to talk even when we ran out of questions.

This isolation is something that does not come out in statistics. The excitement that I heard from Family Day Care Providers because I was taking an interest in who they were, cannot be measured with a chi square.

I do not mean to imply that everyone that I met was thrilled that I had taken an interest in them. As I have already discussed in the chapter on "Who Did Not Answer The Survey", there were some individuals who felt that my interest was an invasion of privacy. But the majority of providers that I had personal contact with seemed very excited and interested in the prospect of raising their professional status as seen by the general public.

The Questions

Most of the questions I asked had limited answers, although some had multiple answers. These were definitely the easiest to look at statistically. The questions that I had them list anything took more time to analyze. In the case of question "If yes (Are you presently providing care in your home?), how many years do you think you will continue to work?", I had hoped to get an estimate as to how soon a provider would discontinue his/her work in Family Day Care. The way the question was worded made it unclear as to if the number of years that was listed included those years that had already be put into them or just those future years that are presently planned. This lack of clarity made it an impossible question to look at.

I also asked if they had children, and if so how old were they. I got a clear picture as to how many children these individuals had, but the ages that were listed were

usually what their children were now. A better question would have been to ask which age group their children were when they began and perhaps even ended their Family Day Care.

I asked the providers to write their former occupation instead of providing a multiple choice question, as I wanted a clear picture of where the Family Day Care Providers came from. I also asked what they would do when and if they left Family Day Care, or what their present occupation was if they had already left. It was difficult to look at this data for just this reason, but I am satisfied with the way that I handled this question because I did get a clearer picture of the Family Day Care Providers than if I had had them pick among predetermined categories.

I might have received a better response on the question of ethnicity if I had made it a multiple choice, but I was really just curious what would be written in there. The two responses that were most striking were the two who listed "none" under their ethnicity. My guess is that that two individuals are white and have no idea that that is their ethnicity. This is a sad comment on our culture as a whole, not on Family Day Care Providers themselves.

Another mistake that I made on the questionnaire was in not numbering the questions. This would have been helpful when I was trying to correlate the data.

If I had included a question about the number of children that the provider cared for I could have determined

his/her potential salary. I wish I had also included a question on where the providers lived when they cared for children. The lowest fee for a full time child per week was $30 and the highest was $120. Because of my present job working in a Resource and Referral I am aware that the prices vary by community. I have no way of showing this in my survey because I did not ask that question. I had tried to make the questions as impersonal as possible so that the providers would not be frightened by them and not fill out the questionnaire. I believe this worked to a certain extent, but I do feel that including both of the questions that I have mentioned would have given more insight into the Family Day Care.

The space that I gave them to write in on the back was helpful both for them and me, but again much harder to look at and impossible to look at statistically.

The Statistics

Although I have looked statistically at several of the questions on this survey, I want to be clear that I do not feel Family Day Care Providers can/ or should be reduced to mere figures. The differences that the chi square pointed out are interesting to look out, but it can only be speculation as to what they prove, if anything at all.

What I feel is more important in what was found in this questionnaire is that there are a lot of individuals

that are interested in professionalism in Family Day Care. Some are working in their own home to improve the care that they are giving. Others are working outside their home to raise the level of consciousness in the government and public sector so that it will become known what Family Day Care is, and what it could be.

Research

There has not been a lot written on Family Day Care providers. Given their vast numbers this is a little bit surprising, but then they are not easy to locate. I personally found it a very difficult task just locating Family Day Care Providers.

They are alone. They have been quiet. But they have the potential to raise up their professional status by standing up and being counted. The number of providers who belong to professional organizations who answered this survey leads me to believe that they are united if not in space, at least in the goal of raising the professional status of the Family Day Care Provider.

I've talked with many Family Day Care Providers since I completed this survey. I am presently working for Children's Home Society of California at its Resource and Referral in Long Beach on the California Child Care Initiative Project. I mention this job because it has brought me in close contact with the workings of the local

city government, e.g., City Councils, Commissions, Consortiums, Zoning and Planning Departments, Building and Safety Departments, Fire Departments and the Department of Social Services. It is from this contact that I have begun to see what raising the professional status of Family Day Care entails. It's a bottom floor job from this standpoint. Most of what I do in my job in contact with these people is education as to "what" a Family Day Care Provider is. They have no idea! They do not even know what the job entails, the effort that is put into it, or the fact that there are an estimated 5.5 million children in the United States that are cared for in Family Day Care Homes!

The data that I gathered on these providers indicated that that there are those who are well trained and competent in their job as a Family Day Care Provider. If this the criterion by which we judge a professional, then Family Day Care Providers have definitely taken a step in that direction. But even if Family Day Care Providers do educate themselves, join professional organizations, improve the quality of care that they give both the children and the parents, the goal of professionalism will only be partially reached. Education of the public and the government is an equally important facet to the attainment of professionalization for the Family Day Care Provider.

Licensing

Reading most of the information that I could find on Family Day Care, though dated, implied that there were still a many of conflicting views as to whether Family Day Care Providers need to be licensed. Before I began this survey I would have denied that this was any longer an issue. Today persons doing unlicensed child care in California can be fined up to $250 per day if they fail to apply for a license. They cannot purchase liability insurance to protect themselves. They are not allowed to take certain income tax deductions available only to licensed providers. Who would still be doing unlicensed care?

There are apparently many persons who are. Very few persons who were unlicensed filled out my questionnaire. Why? I am sure they were afraid. Unlicensed providers live with the fear of getting caught, while at the same time resenting the interference from the governemnt into what they feel is their own business.

Of course there are those providers who are unlicensed and simply do not know that they are running a business and are required to have a license. It has been my experience through this survey to find most unlicensed providers remained unlicensed simply because they did not want to go through the "hassle" that they perceive licensing to be.

Writing

The making of a questionnaire, the process of collection, the interaction with Family Day Care Providers, and entering the data into the computer to analyze and count were all very time consuming. The writing of up of the findings has definitely been the most time consuming of all. It took a lot of directed effort to even get the time to sit down and write, and then it really seems the more I wrote, the more that led to. Having never written anything this long before I had no idea how much time it took. If I had been told by someone at the begining of this paper that it would take me seven months to complete I would have thought them to be a little bit crazy. Now I see the seven months as a remarkable accomplishment, and I have a lot more appreciation for any sort of research.

BIBLIOGRAPHY

Archer, Maurice and Jerry White Starting and Managing Your Own Small Business, MacMillan Book 1978.

Bookman, Robert Family Day Care Associations Day Care and Child Development Council of America, Inc., Washington D.C. 1975.

Blagrove, Luanna C. Untold Facts About The Small Business Game, How To Be Competent In Business Blagrove Publication, Connecticut 1980.

California Department of Social Services, Notice of Proposed Changes In Regulations of the (California) State Department of Social Services, (California) 1985.

Council for Early Childhood Professional Recognition, Family Day Care Training Models CDA, Washington D.C. 1985.

Emlen, Arthur C. and Eunice L. Watson Matchmaking in Neighborhood Day Care, Continuing Education Publications, Oregon State University 1971.

Emlen, Arthur C., Betty A. Donoghue and Quentin D. Clarkson, The Stability of The Family Day Care Arrangement: A Longitudinal Study Continuing Education Publications, Oregon State University, 1974.

Galinsky, Ellen and William H. Hooks The New Extended Family, Day Care That Works Houghton Mifflin Company, Boston 1977.

Garcia, Ronda Home Centered Care: Designing a Family Day Care Program The Childrens Council of San Francisco, California 1985.

Gillespie, David Understanding and Combatting Burnout Vance Bibliographies, Illinois 1983.

Glickman, Beatrice and Nesha Springer Who Cares for the Baby? Schocken Books, New York 1978.

Greenberg, Sheldon F. Stress and The Teaching Profession Paul H. Brookes Publishing Co., Baltimore and London 1984.

Griffin, Al How to Start and Operate a Day Care Home Henry Regnery Company, Chicago 1973.

Hall, R.C.W., E.R. Gardener, S.K. Stickney, and B. Pfefferbaum. The Professional Burnout Syndrome, Psychiatric Opinion, April 1979.

Morgan, G.G. Alternatives For Regulation of Family Day Care Homes For Children Day Care and Child Development Council of America, Inc., Washington D.C. 1974.

National Association for the Education of Young children, Preliminary Program, 1985 Annual Conference, Washington D.C., 1985

National Commission on Working Women, Child Care Fact Sheet, Washington D.C., 1986.

News Pilot, Caring For Children, San Pedro California, Wednesday, August 13, 1986.

Pasadena Child Care Information Service, Child Care Information Fact Sheet, Pasadena, California, 1985-86.

Peters, Donald, Daycare - Problems, Process, Prospects Human Sciences Press, Pennsylvania State University 1975.

Prescott, Elizabeth and Cynthia Milich School's Out! Family Day Care For The School Age Child Pacific Oaks College, California 1975.

Proxmire, Senator William Can Small Business Survive? Henry Regnery Company Chicago, 1964.

Rimm, Alfred, Arthur Hartz, John Kalfleisch, Alfred Anderson, Raymond Hoffmann, Basic Biostatistics in Medicine and Epidemiology Appleton-Century Crofts, New York, 1980.

Resources for Child Caring, Inc. Successful Strategies for Recruiting Family Day Care Providers Toys and Things Press, Minnesota 1985.

Robins, Philip and Samuel Weiner Child Care and Public Policy Lexington Books, Massachusetts 1978.

Sale, June Community Family Day Care Final Report Pacific Oaks College, Pasesdena Ca. 1973.

Sale, June and Yolanda Torres I'm Not Just a Babysitter Pacific Oaks College, Pasedena Ca. 1971.

Smith, Brian How to Prosper in Your Own Business The Stephen Greene Press, Vermont 1981.

Sparks, Dennis and Janice Hammond Managing Teacher Stress and Burnout ERIC Clearinghouse on Teacher Education, Washington, D.C. 1981.

Stanworth, Ava Westrip, David Watkins and John Lewis Perspectives on a Decade of Small Business Research Gower Publishing, Great Britain 1982.

Steinfels, Margaret O'Brien, Who's Minding the Children? Simon and Schuster, New York, 1973.

U.S. Department of Commerce Bureau of Census, The National Data Book Guide To Sources, Statistical Abstract, 106th Edition, U.S.A., 1986.

U.S. Department of Commerce Bureau of Census, Current Population Reports, Series No.398, Household and Family Characteristics, Washington D.C., March 1984.

Webb, Terry, Thelma Quince and David Watkins Small Business Research Gower Publishing Company, Great Britain, 1982.

APPENDICES

APPENDIX A - 1

Instructions:
Check those answers that apply to you.
Multiple choice questions may have more than one answer.

1.Why did you decide to become a Family Day Care Provider?

( )Children of own
( )Wanted to stay home
( )Needed the money
( )Took care of neighbors children anyway
( )Love working with children
( )Did not like former job
( )Friends talked me into it

( )Other (please specify)_____

2.What was your job before becoming a Family Day Care Provider?

_____

3.How many years have you been or were you a FDC provider?_____

4.Are you presently providing care in your home? ( )Yes ( )No

If yes, how many years do you think you will continue to work in FDC?_____

If you leave FDC what do you plan on doing?
( )Retire
( )Go back to previous job
( )Get a new job (specify)_____

If no then what is your present job?_____

What was you reason for leaving Family Day Care?

( )Burned out
( )Insurance prices
( )Tired of children
( )Got a new job
( )Retired
( )Children of own
( )Medical reasons
( )Tired of staying home
( )Went Back to former job
( )Tired of parents
( )Family burned out
( )Wear and tear on house

( )Other (specify)_____

5.Are (were) you able to afford FDC insurance ? ( )Yes ( )No

6.Do (did) you have a substitute to take over when needed?

( )Yes ( )No ( )Sometimes

7.Do you feel that the orientation meeting given by the Department of Social Services adequately prepared you for the job?

( )Yes ( )No

If no what did they leave out?_____

8.Are you aware of Income Tax benefits for Family Day Care Providers?

( )Yes ( )No

9.Have you attended any training courses through your local college that have helped you in your family day care?

( )Child Development
( )Family Day Care Management
( )Art For Children
( )Music For Children
( )Administration
( )Curriculum
( )None
( )Other (specify)_____

10.Have you attended any workshops through one of the food program umbrella sponsors?

( )Yes ( )No

11.Have you attended any classes provided by your local Family Day Care Association?

( )Yes ( )No

12.What is the highest grade that you completed in school?

( )less than 8 ( )13 - 16
( ) 8 - 12 ( ) over 16

13.Did you earn a degree? ( )Yes ( )No

If Yes check appropriate degree and list Major Field of study.

( )AA_____ ( )MS_____
( )BA_____ ( )BS_____
( )BS_____ ( )PhD_____

14.Do (did) you belong to any of these professional organizations?

( )California Federation of FDC Associations
( )Local chapter of Family Day Care Association
( )National Association of FDC providers
( )California Association for the Education of Young Children
( )National Association for the Education of Young Children
( )Connection for Children

Have you attended any of their meetings?

( )Never ( )Sometimes
( )Once ( ) Regularly

Have you attended any of their conferences? ( )Yes ( )No

15.With whom do (did) you talk about Family Day Care?

( )Family ( )Friends
( )Neighbors ( )Parents
( )Parents ( )Preschool Teachers
( )No One ( )Other FDC providers

( )Others (please specify)_____

16.How many hours per day do (did) you work?_____

17.How many days per week do (did) you work?_____

18.What are (were) the ages of the children provided for in your FDC?

( )Infants ( )School Age
( )Toddlers ( )Special Needs Children
( )Preschool Age

19.Do (did) you often have vacancies? ( )Yes ( )No

20.What are (were) the fees you charged for full time per week? $_____

21.When is (was) the payment collected?

( )Begining of each week ( )End of each week
( )Begining of each month ( )End of each month

22.Do (Did) you ever have problems with payments? ( )Yes ( )No

23.Do (Did) you take vacations? ( )Yes ( )No

If yes were they Paid Vacations? ( )Yes ( )No

24.Do (Did) you charge a registration or material fee? ( )Yes ( )No

25.What activities do (did) you do with the children?

( )Sand Play ( )Water Play ( )Story time
( )Songs ( )Games ( )Circle time
( )Walks ( )Field trips ( )Crayolas
( )Marking pens ( )Painting ( )Manipulative toys
( )Academics ( )TV ( )Climbing apparatus
( )Swings ( )Puzzles ( )Outside riding toys

( )Other (specify)_____

26.What relationship do (did) you have with the parents?

( )Talked with them often.
( )They ask for your advise or help.
( )You have planned activities that involve the parents.
( )Parents are a problem.

27.Do you have children of your own? ( )Yes ( )No

If yes what are their ages?_____

28.What is your age?_____ Ethnic group?_____ Sex ( )M ( )F

29.Do you or did you enjoy being a FDC Provider?

( )Yes ( )No ( )Sometimes

30.What things have been (were) hard for you as a provider?

31.What are (were) the benefits?

Thank you for your help!!!!

APPENDIX A - 2

My name is April Mansfield. I am a Family Day Care Provider. I am presently working on my Masters Project at Pacific Oaks College in Pasadena.

I feel that Family Day Care Providers are an important resource and I want to find out those conditions that make it possible for people to stay in Family Day Care and those pressures that lead providers to discontinue their Family Day Care.

The following is a questionnaire that should help to provide some answers to these questions. It is hoped that this thesis will lead to a better understanding of Family Day Care Professionals. The information from this questionnaire will be available upon request, although each provider will remain anonymous.

Thank you for your participation!

April Mansfield
32345 Searaven Dr.
Rancho Palos Verdes, Ca. 90274

(213) 541-4499

APPENDIX A-3

As a former Family Day care Professional, you are a very important part of this study.
This is your chance to tell others what it was like to work in FDC.

Please fill out this questionnaire today! A self addressed, stamped envelope is included. You can mail the completed questionnaire by placing it in your mail bow and the postman will take it away when he next returns.

Your help is very important to the success of this project!

Thank you for your participation!

APPENDIX A-4

This is a study of former and presently employed Family Day Care Professionals. **You are a very important part of this study!**

This is your chance to tell others what it was like to work in FDC.

Please fill out this questionnaire and mail it back today! A self addressed, stamped envelope is included. Just mail the completed questionnaire back by placing it in your mail box.

Your help is very important to the success of this project!

Thank you for your participation!

APPENDIX A-5

This is a study of former and presently employed Family Day Care Professionals. You are a very important part of this study!

You are one of only ten family day care providers who are being asked to fill out this questionnaire in the San Francisco Area, so you can see how important you are!!!

Please fill out this questionnaire today! A self addressed, stamped envelope is included. Just mail the completed questionnaire back by placing it in your mail box.

Your help is very important to the success of this project!
Thank you for your participation!

APPENDIX A-6

This is the questionnaire that I spoke to you on the phone about

This is a study of former and presently employed Family Day Care Professionals. **You are a very important part of this study!**

This is your chance to tell others what it was like to work in FDC.

Please fill out this questionnaire today! A self addressed, stamped envelope is included. Just mail the completed questionnaire back by placing it in your mail box.

Your help is very important to the success of this project!

Thank you for your help and participation!

APPENDIX B-1

This is a list of the occupations listed by the respondents to the survey when asked about their former occupations.

Office workers who are **presently** providing care included:

(2)Accountant
(2)Administrative Asst.
(3)Bookkeeper
(2)Clerk
Computer Operator
Editor's Assistant
Factory Packer
Librarian's Assistant
Post Office
Paralegal
Trainer
Executive Secretary
Telephone Operator
Bank Courier
(2)Bank teller
Bookkeeper's Asst
Clothes Designer
(2)Dental Assistant
Electronics technician
Federal Government
Letter Shop Worker
Medical Office Manager
Personnel Supervisor
(7)Secretary
Legal Secretary
Office worker

Office workers who are **former** providers included:

Administrative Ass.
College Administator
Clerk
(2)Data Entry
Dental Secretary
Key Punch Operator
(3)Secretary
Office worker
Bank teller
Bookkeeper
Data Control
Dental Assistant
Draftsman
Legal Secretary
Typist

Teachers listed who are **presently** providing care include:

Aide
Sewing
Bank Teller Trainer
(3)Elementary
Family Day Care
(13)Preschool or Centers

Teachers listed who are **former** providers included:

Aide
Handicap Aide
(2)Elementary
Preschool

Retail workers who are **presently** providing care inclue:

Area Supervisor	Assistant Manager
Cash Register Instructor	(2)Clerk
Checkout Clerk	(2)Fast Food Manager
Food Checker	(2)Manager
(2)Sales	Sales Instructor
Telephone Sales	Tupperware

Retail workers who are **former** providers include:

Clerk

Health professionals who answered this survey include:

Hospital Lab Technician	Medical Assistant
Department of Health Worker	(6)Nurse
Phlebologist	(2)Repiratory Therapist
Hospital Unit Clerk	Hospital Unit Secretary

Service jobs of those who are **presently** providing care include:

Money Truck Driver Dry Cleaner Hairdresser

Service jobs of those who are **former** providers include:

Barmaid Boyscouts Hairdresser

Those occupations listed as "**other** " for those who are **presently** providing care inlcude:

Live -In	Real Estate Loan Processor
Real Estate Broker	(2)Center Director
Supervisor Data Control	Owner of a Game Store

Those occupations listed as "**other**" for those who are **former** providers of care include:

(2) Retired

APPENDIX B-2

What was hard for the Family Day Care Providers?

The responses to these questions are listed as accurately as could be determined. There is no attempt to analyze them except to note the number of times a certain response was recorded (number written on the left) and to separate the questions into three groups: the total over all will be listed first, then responses by those number who are no longer providing care and finally by the number who were presently providing care. They have also been listed in categories in hopes of making them easier to look at. (Number inside of the parentheses indicates the total number of responses under that category.)

<u>Total Overall</u>

What things have been (were) hard for you as a provider?

CHILDREN: (34)

4	problem children
3	mixed age groupings
3	adjustment period for the child
1	being up for children all of the time
6	attachment to children
1	teaching children to eat vegetables
1	babies all crying at once
1	child oriented house

7	child abuse and neglect
1	finding activities and resource material to keep children busy
5	getting children (getting started and filling openings)
1	getting up early to meet crying children

PARENTS: (70)

3	asking for paid holidays
2	divorced or divorcing parents
12	late pick-ups
4	lack of parenting skills by parents
12	sick children (including communicable diseases)
8	parent contracts or assertiveness toward parents
2	talking with parents (using newsletter has been more effective)
1	working with troubled families
1	hard time understanding why parent does not want to see more of their child
1	telling parents there is no room for anymore children in day care
12	problem parents
9	lack of preparation time
2	uninterested parents

BUSINESS: (102)

4	raising rates
1	time for chores
25	too long hours
8	vacations
1	setting strict limits
5	organization
1	payroll taxes
19	payment problems (having to ask for fee)
5	not enough money (inconsistent income)
2	being own boss
2	extra days (weekend work)
2	business aspects
3	policies and procedures
3	record keeping
1	income taxes
1	lack of time to keep records
3	cancellations
4	hard to fill preschool spots, limited to 4 children under the age of two (definition of infant)
11	insurance prices
1	no insurance

PERSONAL: (62)

6	no privacy
5	no breaks
1	single parent, evenings too tiring
10	stress
1	no medical benefits
2	noise
1	back problem
7	getting ill (still caring for children)
2	giving up day care because of personal illness
6	isolation
6	low status
4	maintaining adult relationships
11	lack of time for self

OUTSIDE INFLUENCES: (18)

1	referral service
8	substitute or helper (reliable)
1	having to get a license
7	changing regulations (DSS problems)
1	fear of landlord

HOME: (77)

17	being at home all the time (not able to get out, confinement)
35	family disrupted

35	family disrupted (jealousy, resentment, children, husband)
10	keeping house clean
6	not having enough space
9	wear and tear of house
4	none

What things were hard for you as a provider?

Answers from those who are no longer providing care.....

"Isolation, working as everything from director to janitor each day. end of the day transition was especially hard: parents wanted to visit, play area was in disarray, my family wanted dinner, etc. Day care children were tired and wanted to go home, I was exhausted by 5:30 and still had a meal to prepare, clean up the kitchen, help the kids with homework, get the youngest bathed and ready for bed, etc."

CHILDREN: (7)

2	attachment to children
3	child abuse and neglect
1	getting children (getting started and filling openings)
1	getting up early to meet crying children

PARENTS: (18)

5	late pick-ups
2	lack of parenting skills by parents
5	sick children (including communicable diseases)
1	parent contracts or assertiveness toward parents
3	problem parents
2	lack of preparation time

BUSINESS: (23)

1	raising rates
7	too long hours
3	vacations
4	payment problems (having to ask for fee)
1	not enough money (inconsistent)
1	record keeping
1	lack of time to keep records
1	cancellations
2	hard to fill preschool spots, limited to 3 or 4 children under the age of two.
2	insurance prices

PERSONAL: (15)

4	no privacy
1	no breaks
2	stress
1	back problem
1	getting ill (still caring for children)
2	giving up day care because of personal illness
1	isolation
1	low status
1	maintaining adult relationships
3	lack of time for self

OUTSIDE INFLUENCES: (4)

3 substitute or helper (reliable)

1 changing regulations (DSS problems)

HOME: (32)

6 being at home all the time
(not able to get out, confinement)

14 family disrupted
(jealousy, resentment, children, husband)

5 keeping house clean

2 not having enough space

5 wear and tear of house

APPENDIX B-2 (CONTINUED)

What things were hard for you as a provider?

Answers by those who were still providing care....

CHILDREN: (27)

4	problem children
3	mixed age groupings
3	adjustment period for the child
1	being up for children all of the time
4	attachment to children
1	teaching children to eat vegetables
1	babies all crying at once
1	child oriented house
4	child abuse and neglect
1	finding activities and resource material to keep children busy
4	getting children (getting started and filling openings)

PARENTS: (52)

3	asking for paid holidays
2	divorced or divorcing parents
7	late pick-ups
2	lack of parenting skills by parents
7	sick children (including communicable diseases)
7	parent contracts or assertiveness toward parents
2	talking with parents (using newsletter has been more effective)

2	working with troubled families
1	hard time understanding why parent does not want to see more of their child
1	telling parents there is no room for anymore children in day care
9	problem parents
7	lack of preparation time
2	uninterested parents

BUSINESS: (72)

3	raising rates
1	time for chores
18	too long hours
5	vacations
1	setting strict limits
5	organization
1	payroll taxes
15	payment problems(having to ask for fee)
4	not enough money (inconsistent)
2	being own boss
2	extra days (weekend work)
2	business aspects
3	policies and procedures
2	record keeping
1	income taxes
2	cancellations
3	hard to fill preschool spots,

limited to 3 or 4 children under the age of two

6 insurance prices

1 no insurance

PERSONAL: (45)

2 no privacy

4 no breaks

1 single parent, evenings too tiring

8 stress

1 no medical benefits

2 noise

6 getting ill (still caring for children)

5 isolation

5 low status

3 maintaining adult relationships

8 lack of time for self

OUTSIDE INFLUENCES: (15)

1 referral service

6 substitute or helper (reliable)

1 having to get a license

6 changing regulations (DSS problems)

1 fear of landlord

HOME: (45)

11	being at home all the time (not able to get out, confinement)
21	family disrupted (jealousy, resentment, children, husband)
5	keeping house clean
4	not having enough space
4	wear and tear of house
4	none

APPENDIX B-3

What were the benefits of being a FDC provider?

Answers determined overall...

CHILDREN:(124)

16	being with children
6	taking care of babies
1	playing with children
4	happy children
2	hugs and kisses from children
26	love of (and from) children
9	visits by graduates
3	academic accomplishments
2	trust
23	watching them grow
2	seeing progress
1	helping shape little human beings toward love and peace
6	learning and thriving
1	laughing
1	helping
1	enthusiasm
1	worth
2	extended family
4	teaching
2	good, quality care

1	always give you a second chance
6	safe, loving nurturing environment
3	seeing joy
1	learning and experiencing through children

PARENTS: (23)

1	appreciation
2	good rapport
1	counseling
1	accomplishing goals (academic and work)
6	helping
3	praise from
6	provide service
2	shared joy of child development
1	kind and cooperative

BUSINESS: (71)

11	income taxes
31	money
5	house work done during the week (dinner on the table)
23	being own boss
1	plan own vacations

PERSONAL: (33)

3	independence
4	self esteem
8	fulfillment

1	immediate reward and joy
1	stress reduction
1	fun
3	personal growth
4	personal gratification
2	time outside (field trips)
1	not outdoor type- love to cook
2	weight reduction
1	schedule free time
1	enjoyment
1	worthwhile enjoyable job of importance

FRIENDS (OUTSIDE INFLUENCES): (30)

2	Family day care association
1	other providers
1	R&R
15	Parents
1	support groups
7	children
3	new

HOME: (88)

26	staying home (two starting family)
53	staying home with own children
2	working with spouse as a co-provider
1	keep it running smoothly

1	away from hustle out in the business world
1	building strong family ties
1	warm loving atmosphere
2	small setting(more attention)
1	more personal

APPENDIX B-3 (CONTINUED)

What were the benefits of being a FDC provider?

Answers from those who are no longer providing care.....

CHILDREN: (25)

1	being with children
3	taking care of babies
1	playing with children
1	happy children
6	love of (and from) children
3	visits by graduates
4	watching them grow
1	helping shape little human beings toward love and peace
2	teaching
1	safe, loving nurturing environment
1	seeing joy
1	learning and experiencing through children

PARENTS: (3)

1	good rapport
1	helping
1	praise from

BUSINESS: (15)

1	income taxes
9	money
1	house work done during the week (dinner on the table)
4	being own boss

PERSONAL: (14)

1	self esteem
3	fulfillment
1	fun
1	personal growth
4	personal gratification
1	time outside (field trips)
2	weight reduction
1	worthwhile enjoyable job of importance

FRIENDS (OUTSIDE INFLUENCES): (11)

2	Family Day Care Association
5	Parents
4	Children

HOME: (20)

20	staying home with own children

APPENDIX B-3

What were the benefits of being a FDC provider? Answers from those who were still providing care.....

CHILDREN: (100)

15	being with children
3	taking care of babies
3	happy children
2	hugs and kisses from children
20	love of (and from) children
6	visits by graduates
3	academic accomplishments
2	trust
19	watching them grow
2	seeing progress
1	helping shape little human beings toward love and peace
6	learning and thriving
1	laughing
1	helping
1	enthusiasm
1	worth
2	extended family
2	teaching
2	good, quality care
1	always give you a second chance
5	safe, loving nurturing environment
2	seeing joy

PARENTS: (21)

2	appreciation
1	good rapport
1	counseling
1	accomplishing goals (academic and work)
5	helping
2	praise from
6	provide service
2	shared joy of child development
1	kind and cooperative

BUSINESS: (56)

10	income taxes
22	money
4	house work done during the week (dinner on the table)
19	being own boss
1	plan own vacations .

PERSONAL: (19)

3	independence
3	self esteem
5	fulfillment
1	immediate reward and joy
1	stress reduction
2	personal growth
1	time outside (field trips)

1	not outdoor type- love to cook
1	schedule free time
1	enjoyment

FRIENDS (OUTSIDE INFLUENCES): (15)

1	other providers
1	R&R
10	Parents
1	support groups
1	children
1	new

HOME: (69)

26	staying home (two starting family)
33	staying home with own children
2	working with spouse as a co-provider
1	keep it running smoothly
1	away form hustle out in the business world
1	building strong family ties
1	warm loving atmosphere
3	small setting(more attention)
1	more personal

APPENDIX C

What activities do (did) you do with the children?

Answer	All Providers	Present Providers	Former Providers
Story time	167 92%	127 92%	40 91%
Outside Riding Toys	163 90%	129 93%	34 77%
Puzzles	160 88%	127 92%	33 75%
Crayolas	157 86%	123 89%	34 77%
Songs	155 85%	120 87%	35 80%
Manipulatives	149 82%	111 80%	38 86%
Painting	141 77%	109 79%	32 73%
Walks	139 76	105 76	34 77
Water play	138 76	105 72	38 86
Climbing Apparatus	134 74%	104 75%	30 68
TV	133 73%	107 78%	32 59%
Swings	128 70%	98 71%	30 68%

Marking Pens	114 63%	86 62%	28 64%
Academics	113 62%	89 64%	24 55%

What activities do (did) you do with the children? (continued)

Answer	All Providers	Present Providers	Former Providers
Sand play	113 62%	81 59%	32 73%
Circle time	105 58%	82 76%	23 52%
Filed trip	102 56%	96 70%	24 55%
Other	58 32%	40 25%	18 41%

APPENDIX D

The three areas where the chi square indicated a significant difference between the former and presently employed Family Day Care Providers were in:

Family Day Care Management

Did they attend a Family Day Care Management Course?

	Yes	No	Total
Present	49 43.7%	82 87.3%	131
Former	8 13.3%	32 26.7%	40
Total	57	114	171

$\underline{X}^2$ (1) = 4.18 , P> .05

Child Developmen.

Did they attend a class in Child Development?

	Yes	No	Total
Present	70 64.4%	61 66.6	131
Former	14 19.7	26 20.4	40
Total	84	87	171

$\underline{X}^2$ (1) = 4.176, P> .05

Music For Children

Did they attend a class in Music For Children?

	Yes	No	Total
Present	70 64.4	61 66.7	131
Former	14 19.7	26 20.4%	40
Total	84	87	171

$\underline{X}^2$ (1) = 12.41 , P> .005